

Adult Education Implementation Meeting

May 19, 2022 ♦ 1:00pm-3:00pm

Webex Meeting Agenda

Link: <https://gca.webex.com/gca/j.php?MTID=me747a4e76ba43f3e7e17ef11c57e39cf>

Agenda Item		Purpose	Person(s) Responsible	Timeframe
I.	Introduction	A. Welcome B. Roll Call	Alfred MaryAnn	5 min.
II.	Public Comment	A. Community Comments	Community	5 min.
III.	Minutes	A. Review & Approval of Minutes for April 21, 2022.	Board	5 min.
IV.	Director's Report	A. Updates from the Director	Alfred	10 min.
V.	Strategic Planning	A. Environmental Scan Updates B. Strategy Development	MAP	90 min
VI.	Next Meeting	A. Next meeting date: June 16, 2022		
VII.	Adjourn	A. Adjournment		

Our Mission: The Glendale Community College Regional Consortium welcomes adult learners of all abilities and provides accessible pathways to skill acquisition and education towards viable employment, through multiple career partners.

Adult Education Implementation Virtual Meeting: WebEx

April 21, 2022 ♦ 1:00pm-3:00pm

Attendees: Laura Isaacs-Galvan, Ani Khachikyan, Jonathan Pelletier, Jackie Hernandez, Hilda Ghazarian, Carmen Wynn

Board Members: Judith Velasco, Alfred Ramirez

Coordinator: MaryAnn Pranke

Meeting Notes

Agenda Item		Outcome
I.	Minutes	A. Review & Approval of Minutes for March 17, 2022 1. Minutes for March 17, 2022 were reviewed and approved as submitted.
II.	CFAD Approval	A. Approval of Consortium Fiscal Administrative Declaration (CFAD) 1. CFAD was approved as submitted. 2. MaryAnn will submit through NOVA to meet deadline of May 2 nd .
III.	Director's Report	B. Director Update & Report 1. Alfred noted that the CFAD was completed and Three Year Plan is underway. 2. Alfred reported that Glendale Community College (GCC) has a new president: Dr. Ryan Cornner. A copy of the press release is included in the meeting packet. 3. Garfield campus has successfully enrolled full classes for English as a Second Language (ESL). Enrollment dropped during the pandemic; however, students have returned and classes are full. Credit campus remains significantly under-enrolled from pre-pandemic status.
IV.	Three-Year Planning	A. Environmental Scan 1. MaryAnn presented results for environmental scan which included an update on the national labor market and economic status, local labor market and economic landscape, and Garfield performance results from LaunchBoard. a. MaryAnn will check about average wages by ethnic group. While some groups have very low

Agenda Item		Outcome
		<p>unemployment rates, the average wage for some groups like Latino/Hispanic may be much lower than others.</p> <p>b. MaryAnn will check on the impact of the pandemic on Asian owned businesses.</p> <p>2. MaryAnn facilitated discussion regarding assessment results as well as identifying student barriers, performance metrics to include the plan, and beginning strategy development.</p>
A.	Next Meeting	Next meeting date: May 19, 2022; 1:00-3:00pm



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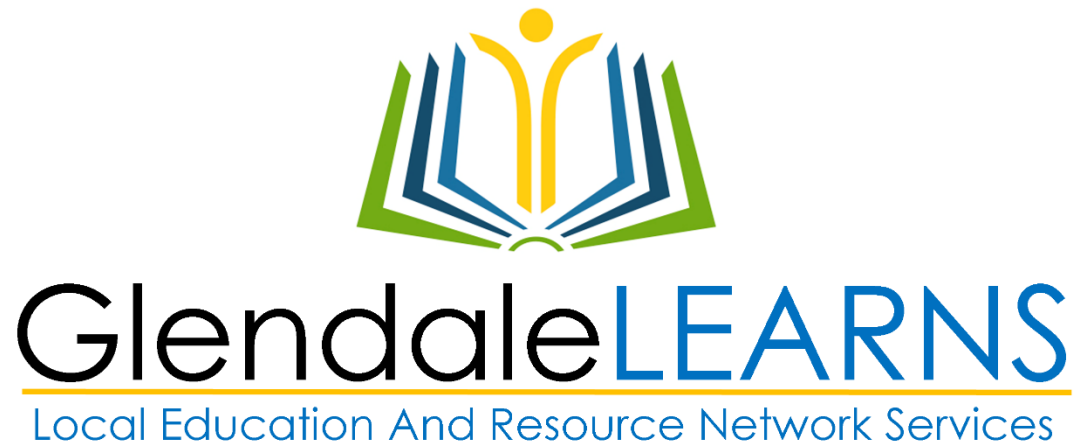
- Paid work experience that may lead to permanent employment
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GLENDLEYOUTHALLIANCE.ORG

**MAIN OFFICE LOCATED ON THE 2ND FLOOR OF THE VERDUGO JOBS CENTER
1255 S. CENTRAL AVENUE, GLENDALE CA 91204**

**The Glendale Youth Alliance is an Equal Opportunity Program. Auxiliary aids and services are
available upon request to individuals with disabilities. TTY 818-548-3857**



ENVIRONMENTAL SCAN CAEP THREE-YEAR PLAN 2022-2025



The National Pulse

What has the Jobs Report been telling us about employment?



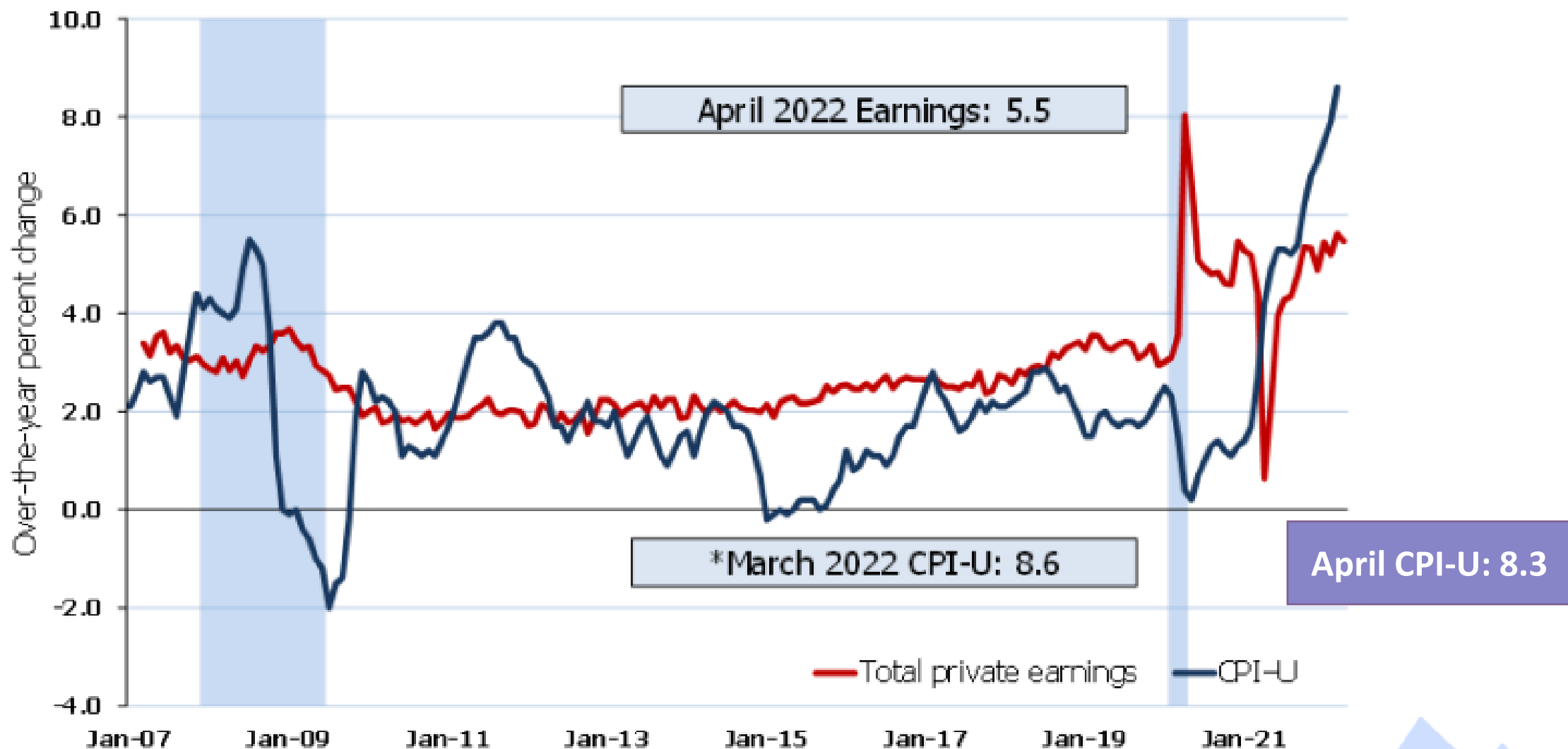
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Unemployment Rate

428,000

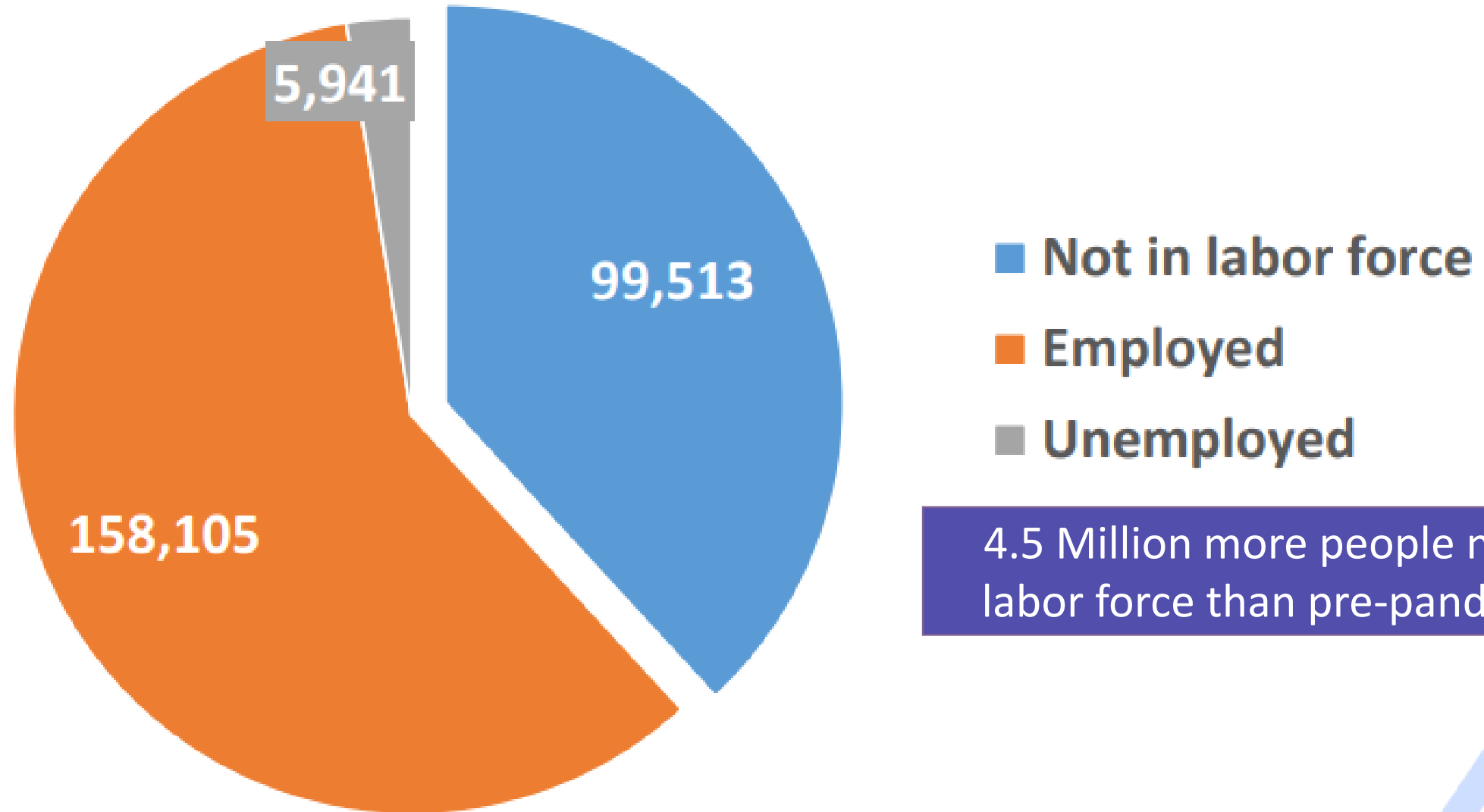
Jobs added last month

Average hourly earnings up 5.5% over the year

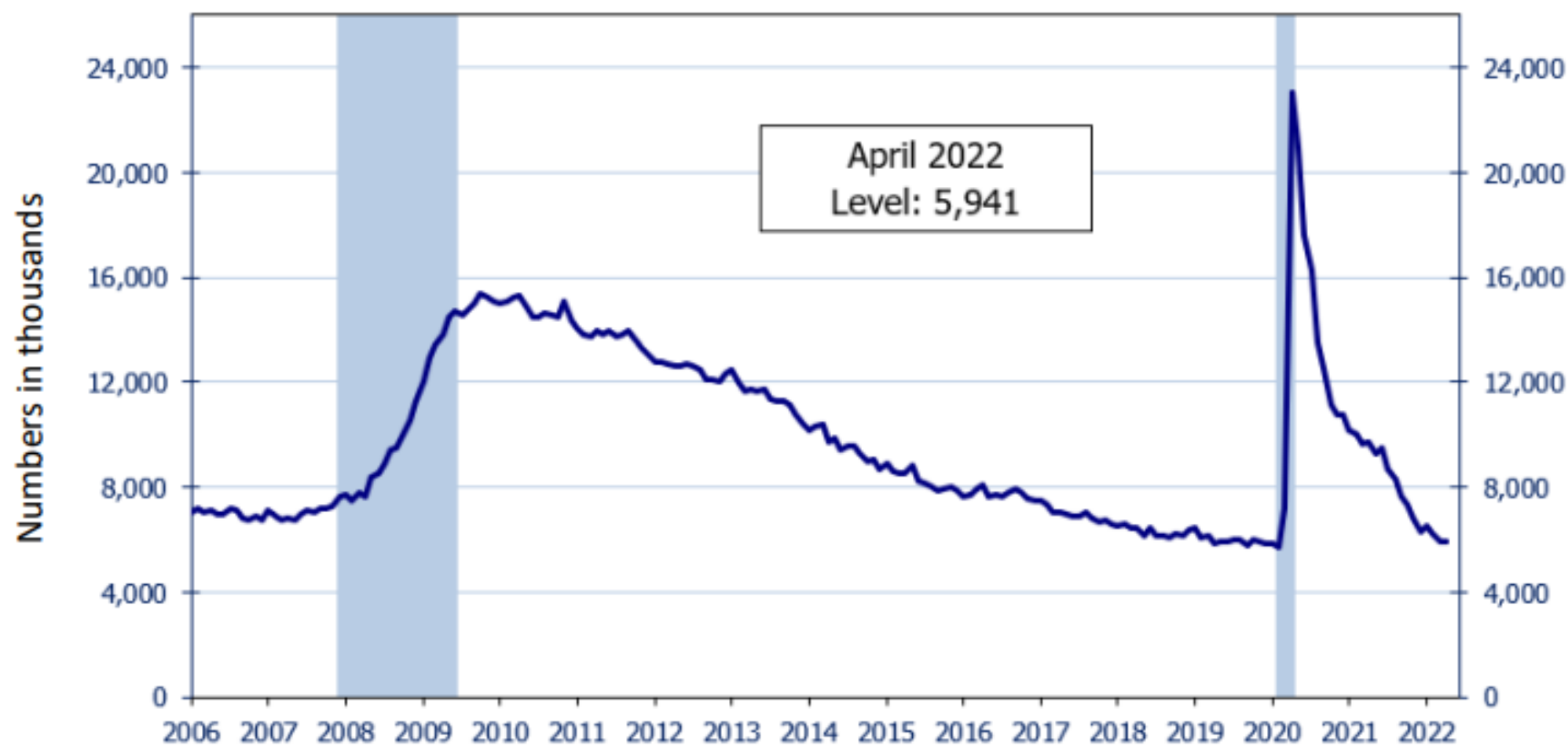


Close to 100 million not in labor force

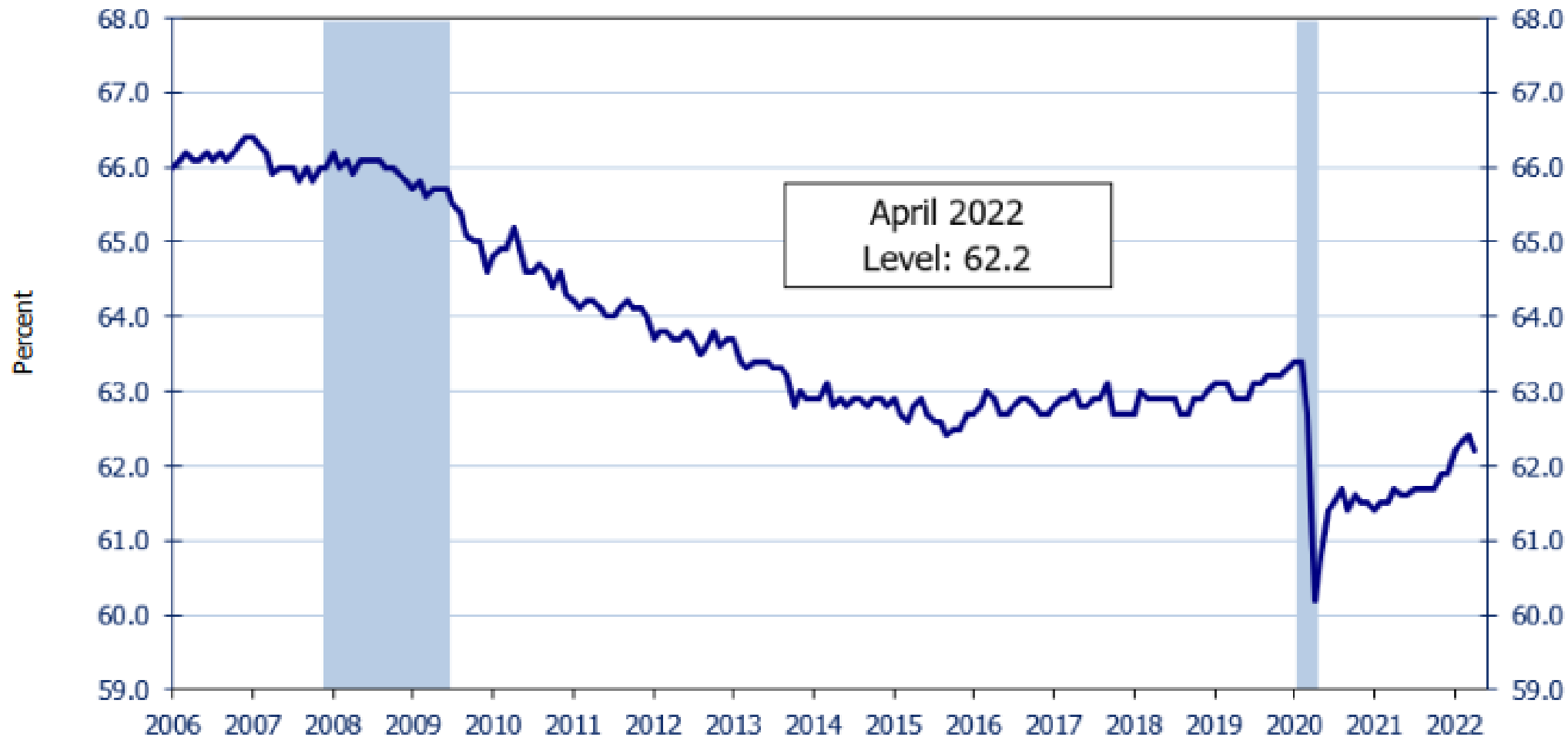
Civilian noninstitutional population, April 2022



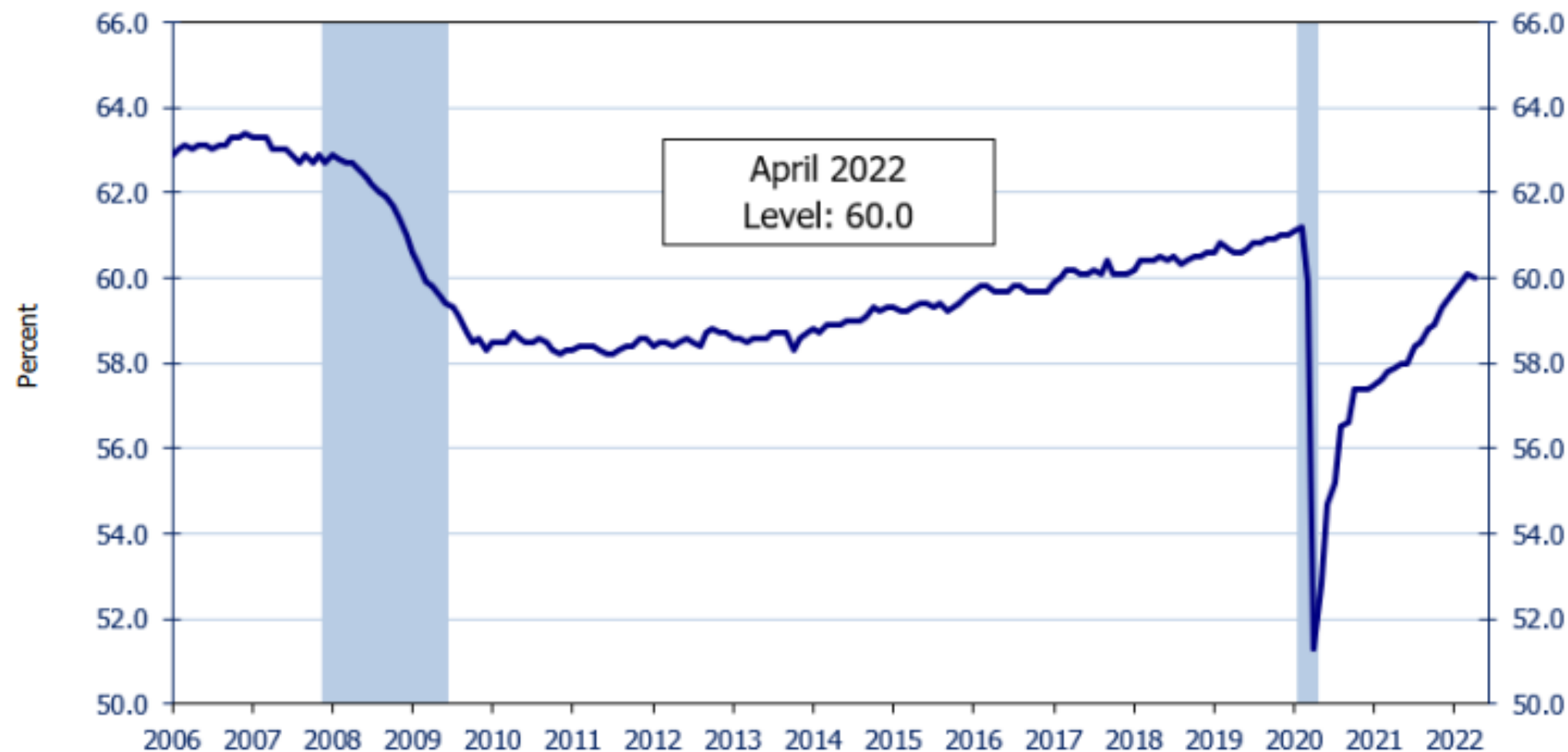
Number of unemployed at 5.9 million



Labor force participation rate at 62.2%

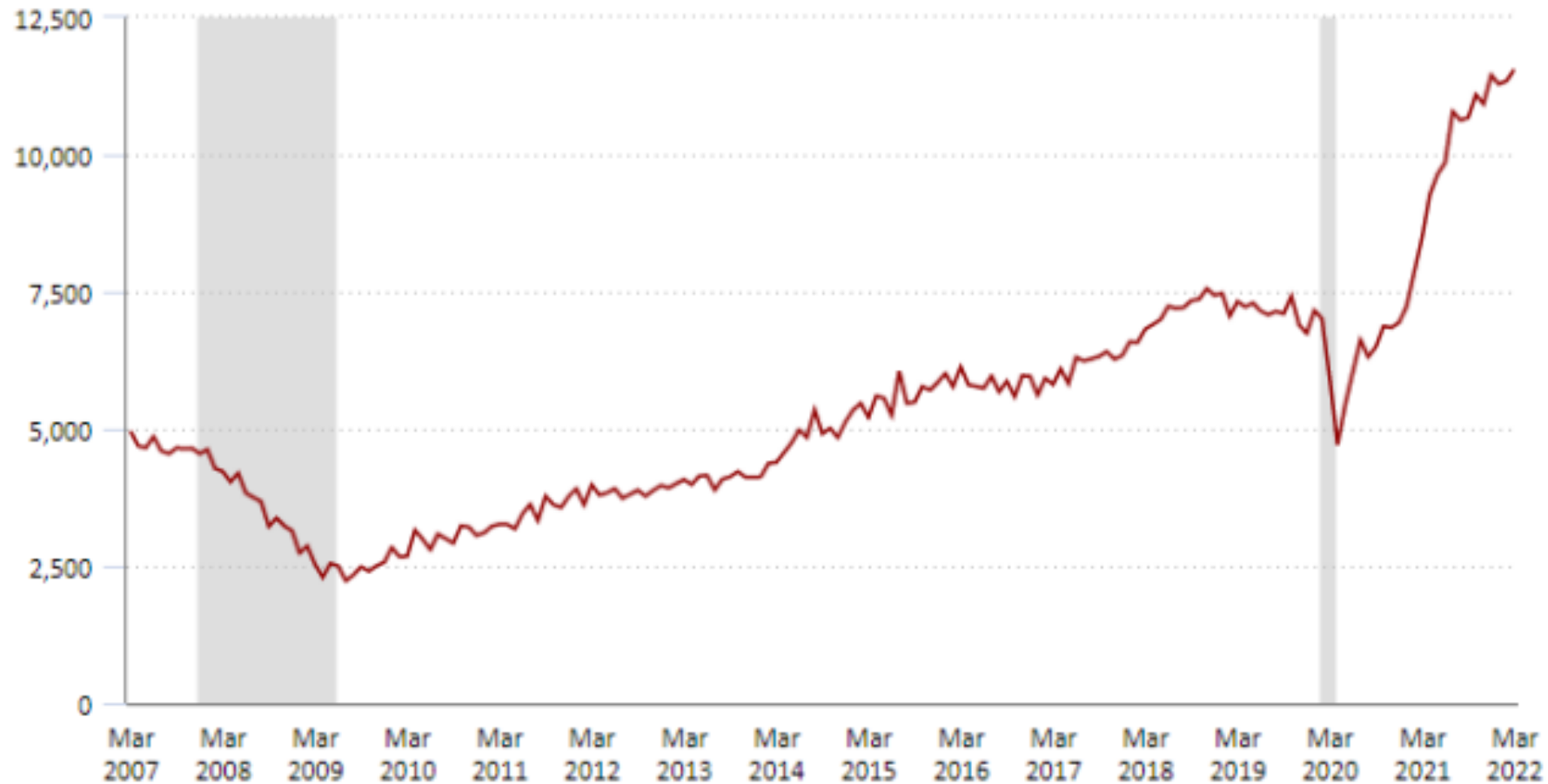


Employment-population ratio



Job openings near record high

Number of job openings, in thousands

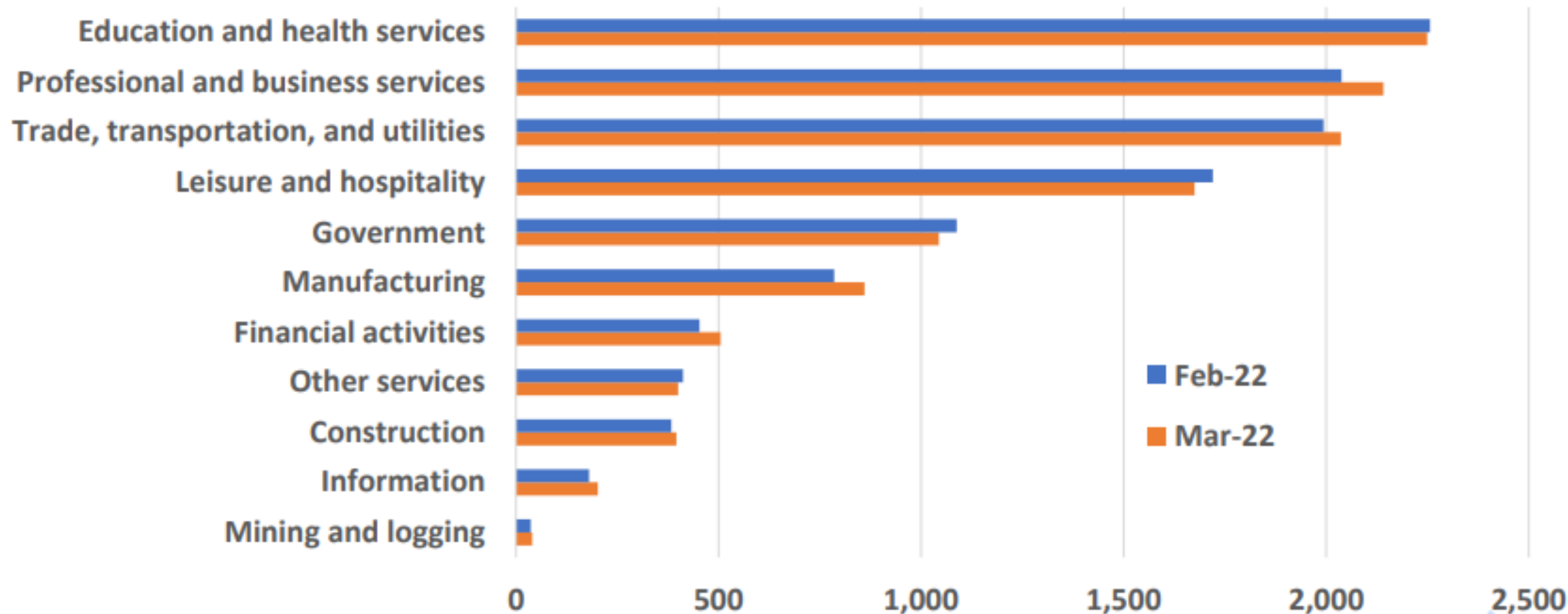


11.5 million
in March

Two jobs for every
unemployed person

Job openings by industry sector

Number of job openings, in thousands

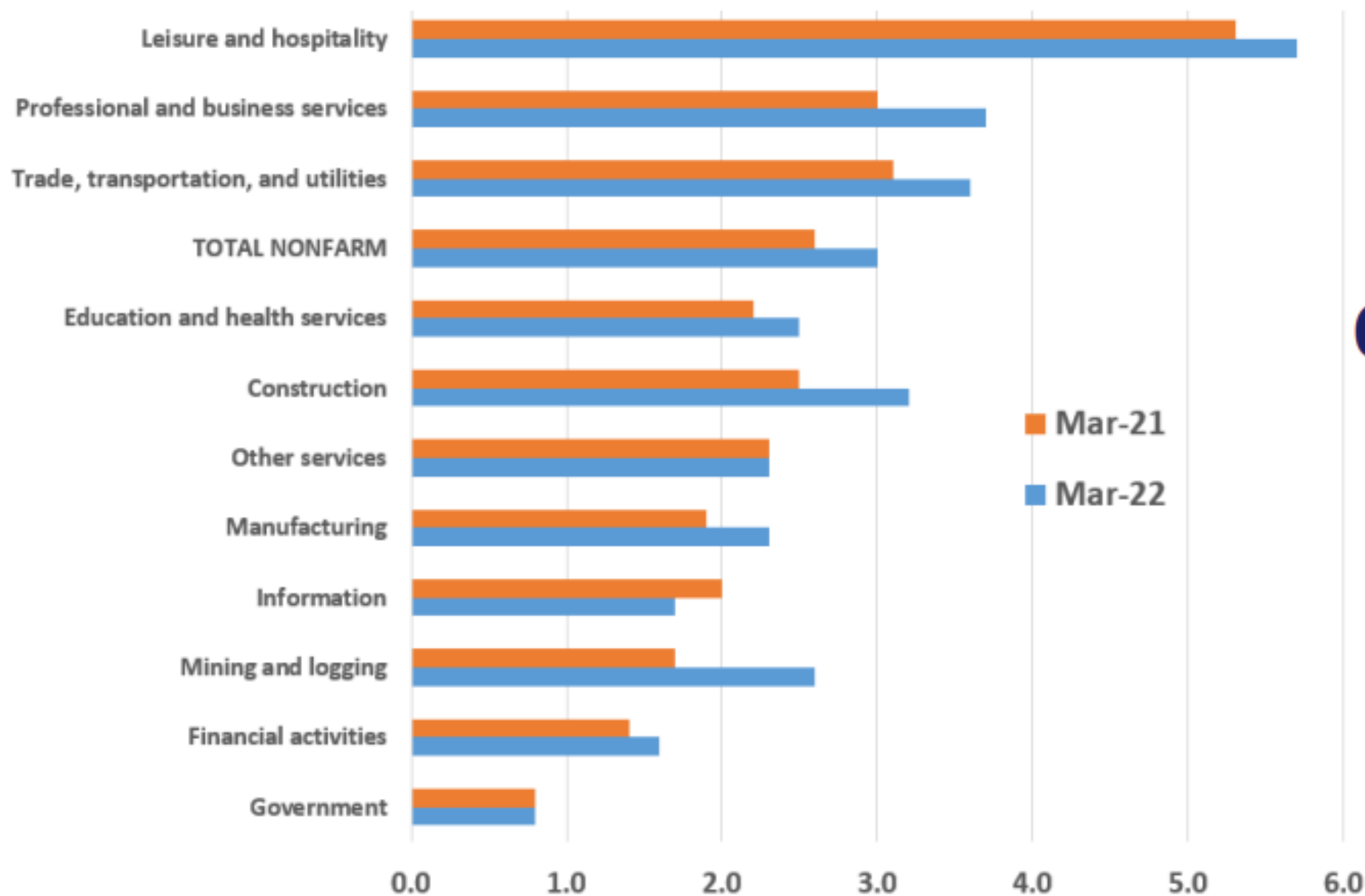


Quits at record high

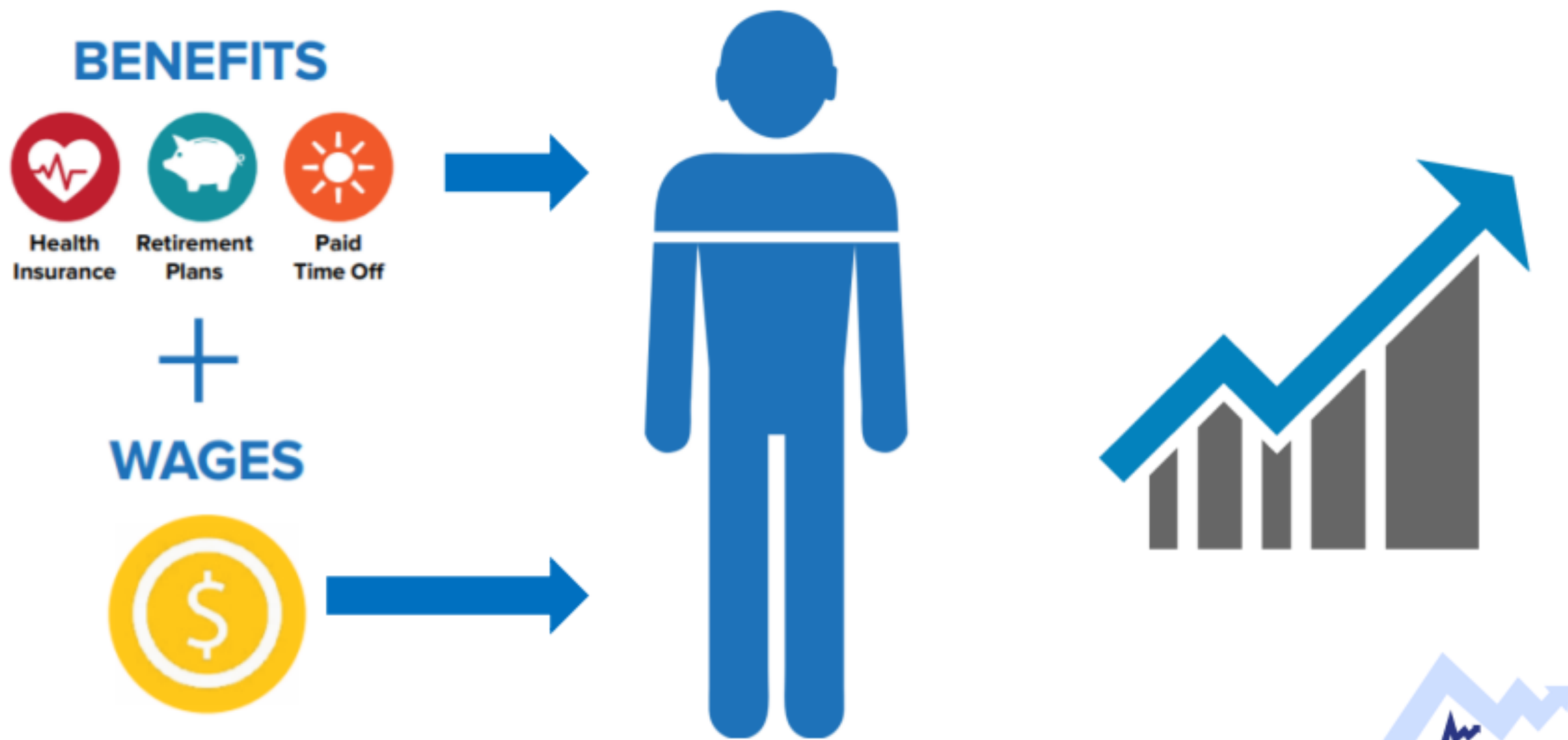
Quits rate



Quits rate by industry

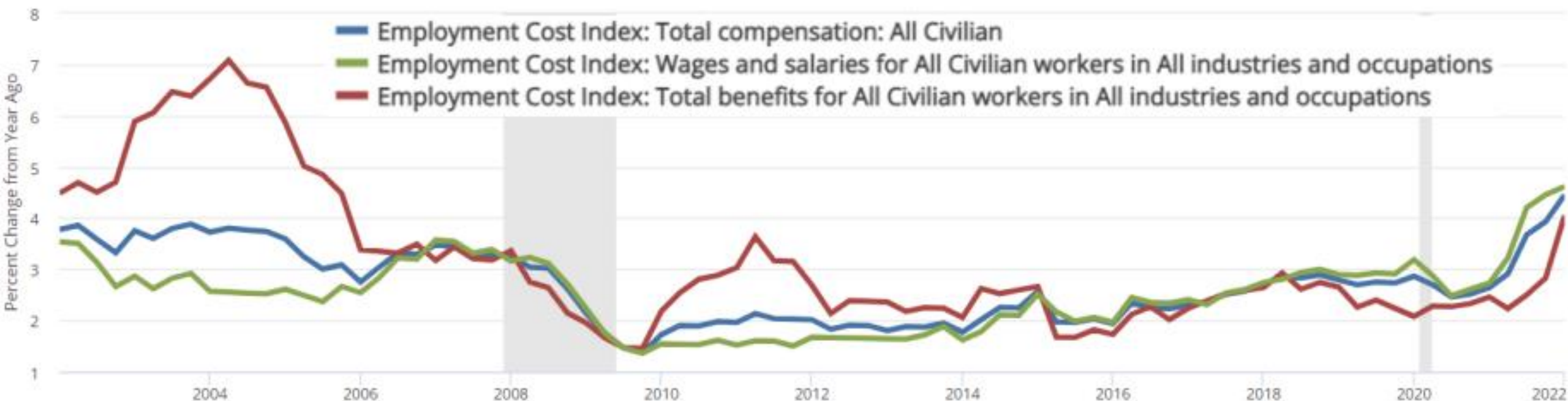


ECI – What it measures

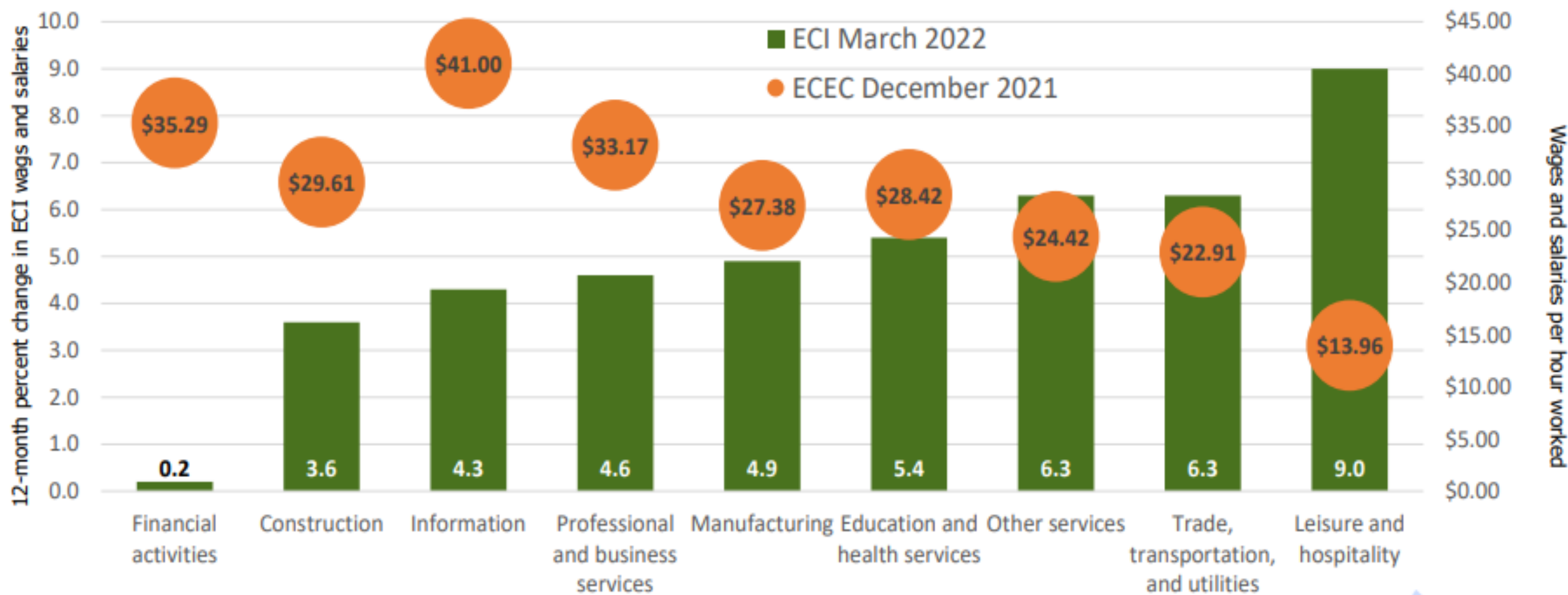


ECI – What it shows us

U.S. 12-month percent changes seasonally adjusted



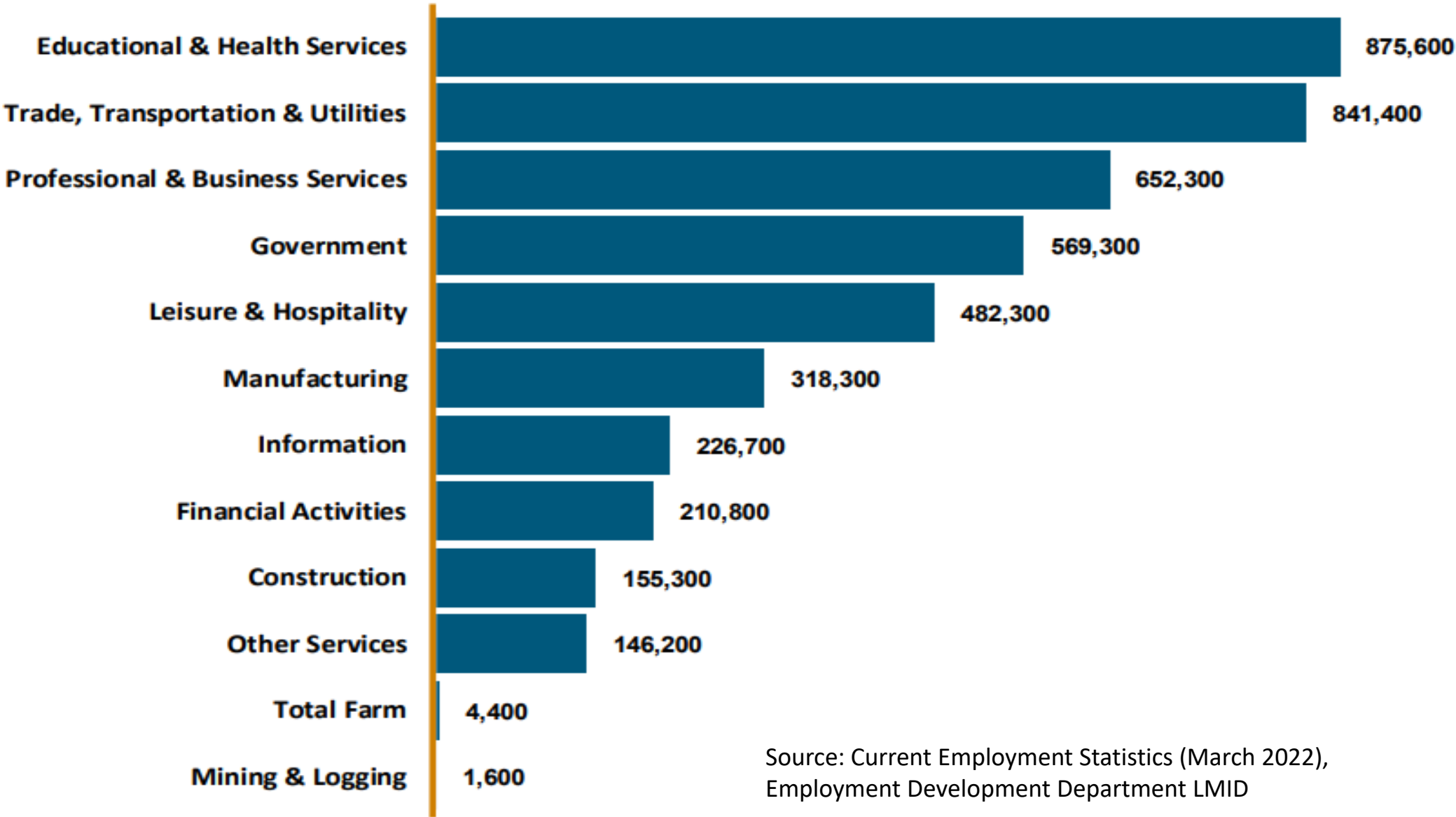
Wages growing faster in lower paying industries





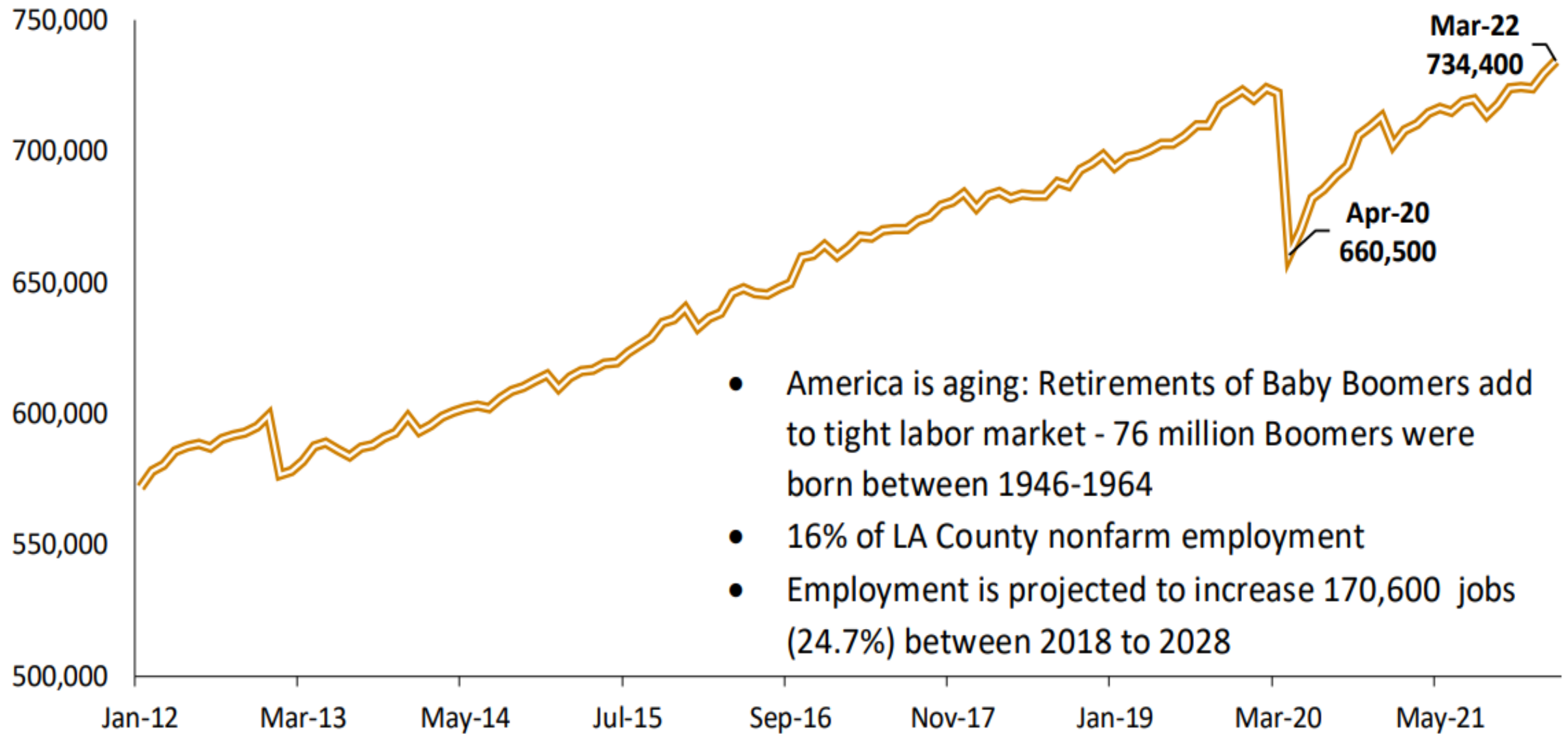
The Local Community

March LA County Industry Sectors Ranked by Employment Size



Source: Current Employment Statistics (March 2022),
Employment Development Department LMID

Healthcare and Social Assistance – Growth 2012-2022⁴



Source: Current Employment Statistics (January 2012- March 2022), Occupational Employment and Wage Statistics (2021, 1st Quarter), Employment Projections (2018-2028), Employment Development Department, LMID

2022 Most In-Demand Occupations – Healthcare and Social Assistance

OCCUPATION	TOTAL ADS MARCH 2022 ³	MEDIAN HOURLY WAGE 2021 ⁵	PROJECTED NUMERIC CHANGE 2018-2028 ⁶	PROJECTED % CHANGE 2018-2028 ⁶
REGISTERED NURSES	5,646	\$55.52	12,390	15.2%
MEDICAL AND HEALTH SERVICES MANAGERS	1,554	\$63.00	2,240	21.9%
LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	1,464	\$30.05	2,640	13.9%
PERSONAL CARE AIDES	1,271	-	94,090	46.3%
NURSING ASSISTANTS	976	\$18.40	4,800	13.8%
MEDICAL ASSISTANTS	797	\$18.20	5,780	23.9%
DENTAL ASSISTANTS	793	\$20.04	1,770	14.0%
MEDICAL SECRETARIES	752	\$22.03	3,650	18.2%
HEALTH TECHNOLOGISTS AND TECHNICIANS, ALL OTHER	747	-	1,220	19.6%
MENTAL HEALTH COUNSELORS	614	\$23.70	2,640	27.1%

Sources: ¹Current Employment Statistics (March 2022), ²Local Area Unemployment Statistics (March 2022), ³The Conference Board®-Burning Glass® Help Wanted OnLine® (HWOL) Data Series (March 2022), ⁴Current Employment Statistics (January 2012- March 2022), ⁵Occupational Employment and Wage Statistics (2021, 1st Quarter), ⁶Employment Projections (2018-2028)



The Impact of the Pandemic on CA Youth

CA High Schools Graduation & Absenteeism Rates

Graduation Rates by Ethnic Group

Group	2019-20 Grad Rate	2020-21 Grad Rate	% Points Difference
African American	76.8%	72.5%	-4.3
Native American/Alaskan	75.8%	73.0%	-2.8
Asian	92.5%	94.1%	1.6
Hispanic/Latino	82.1%	80.5%	-1.6
Filipino	92.3%	93.8%	1.5
Pacific Islander	84.3%	81.7%	-2.6
White	87.8%	88.2%	0.4

Absenteeism Rates by Ethnic Group

Group	2019-20 Absenteeism	2020-21 Absenteeism	% Points Difference
African American	22.5%	26.8%	4.3
Native American/Alaskan	21.8%	26.9%	5.1
Asian	4.3%	3.9%	-0.4
Hispanic/Latino	13.4%	17.1%	3.7
Filipino	6.2%	4.2%	-2.0
Pacific Islander	20.2%	22.4%	2.2
White	9.9%	10.0%	0.1

CA High Schools Graduation Rates

By Barriers



Barriers	2019-20 Grad Rate	2020-21 Grad Rate	% Points Difference
English Learners	69.0%	67.1%	-1.9
Foster Youth	58.0%	55.7%	-2.3
Homeless Youth	69.6%	67.8%	-1.8
Socioeconomically Disadv	81.2%	80.4%	-0.8
Students w/ Disabilities	68.0%	68.6%	0.6

Environmental Scan Summary

- Low unemployment rate; almost at pre-pandemic levels
 - Does not provide the complete picture: labor force number, participation and underutilization rates are not fully recovered
- All industries show levels of recovery; however, many are significantly below pre-pandemic (manufacturing, education and health services)
- Average hourly earnings have increased; however, significantly below CPI which is similar to a 3% pay cut
- Unemployment levels and education levels are correlated
- Hispanic/Latinos, Black/African American and Native American more impacted by pandemic and unemployment rates remain higher than other groups
- Inflation is at record high levels which may impact students with increased cost of goods and energy
- Glendale population has decreased each year since 2015
- Glendale Poverty rate increased in 2020
- 67.3% of Glendale residents speak language at home other than English
- Even with some recovery, Glendale lost 2.1% of its labor force
- Glendale unemployment rate still not at pre-pandemic levels.



GCC Adult Ed Summary

- Decline in enrollment since peak in 2017-2018
- Declines in enrollment occurred in ESL, ABE/ASE
- Less decline in CTE and short-term CTE
- Slight decline in number employed 2 quarters after exit
- ESL classes for summer are fully enrolled
- Healthcare CTE is primed for meeting employer demands



Identified Barriers

- Lack of Technology: Hotspots
- Financial challenges due to inflation
- Fear of Public Transportation
- Unstable Lives/Changing Schedules
- Loss of Shelter/Homes
- Mental Health & Well Being Issues
- Fear of Going Back to Work/College
- Lack Work Experience
- Not Able to Establish Partnership with Students for Encouragement In-Person
- Language barriers
- Adults without diplomas/HSE
- Uncertain economic environment
- Uncertain educational levels resulting from lockdowns
- Continued pandemic cases and deaths
- Mismatch between skills of unemployed and skills in demand



CAEP Self-Assessment

- **Factors That Scored Less Than 5**
 - 1.2.3 Partner Participation: 4 (GUSD)**
 - 1.4.1 New Staff are Oriented to CAEP: 2**
 - 2.1.2 Conduct Outreach to Engage Students: 4**
 - 2.2.1 Knowledge of CAEP Programs: 4**
 - 2.2.2 Partners are Comfortable Referring Students to Each Other: 4**
 - 3.3.2 Career Planning and Sharing Plans: 4**
 - 3.4.2 Identify Needs for Support Services and Coordinate Services: 4**





Identified Needs

- Supportive services
- Paid work-based learning
- Comprehensive career pathways
- Bridge programs
- Hybrid opportunities for education and training: in-person and distance learning
- Continue co-enrollment to meet student needs
- Continue building partnerships with emphasis on K-12 counselors
- Continue professional development opportunities

Seamless Transitions

Goal 1: Develop Career Pathways for Priority Populations

Strategies:

- a. Continue **developing and implementing career pathways with partners** to address the needs of students with multiple barriers as well as address the workforce needs of current and future employers.
- b. Continue to partner with DOR, VJC, CalWORKs, and Glendale Youth Alliance (GYA) to include career exploration, **work experience, on-the-job training as transition work-based earn and learn opportunities** to effectively move career pathway graduates into employment.
- c. Establish process for sharing career plans across agencies when co-enrolling participants.
- d. Support the Verdugo Workforce Development Board's efforts to allow access to CalJOBS by partner co-enrolling students/participants.
- e. Continue to work with partners and members **to transition disconnected young adults and adult high school dropouts into adult and/or postsecondary education.**
- f. **Increase public awareness of adult education opportunities** as well as all services available through GlendaleLEARNs and partners. Include participant interviews and testimonials to share success stories that inspire others to pursue their dream careers.

Student Acceleration

Goal 2: Implement Programs that Prepare Students for Entering Career Pathways and Subsequent Competitive Employment

Strategies:

- a. Implement **bridge programs** in math, reading, digital literacy, and ESL that prepare students to enter career pathways and employment.
- b. Continue **College and Career Pathways** as preparation to enter career pathways, including the Verdugo Academies for priority populations.
- c. **Integrate the bridge programs in the career pathways** for a seamless transition of students to career education and subsequent job placement.

Shared Professional Development Strategies

Goal 3: Implement Professional Development opportunities to ensure leaders, staff and faculty have the knowledge and skills needed to meet community needs for adult education and workforce development.

Strategies:

- a. **Schedule partner presentations during monthly meetings** on services available, eligibility factors for those services, and process for student referrals to those services. Scheduling of professional development opportunities has been challenging due to schedule demands; however, monthly Adult Education Program (AEP) meetings are an opportunity to offer short trainings in specific topics.
- b. Continue to partner with the VWDB to receive quarterly **labor market information reports** and keep all members and partners apprised of local needs and growth areas.
- c. **Establish a communication system** that shares reports and other GlendaleLEARNS updates across all partner leaders, staff and faculty.

Leveraging Resources

Goal 4: Capitalize on Opportunities to Leverage Resources with GlendaleLEARNS Partners

Strategies:

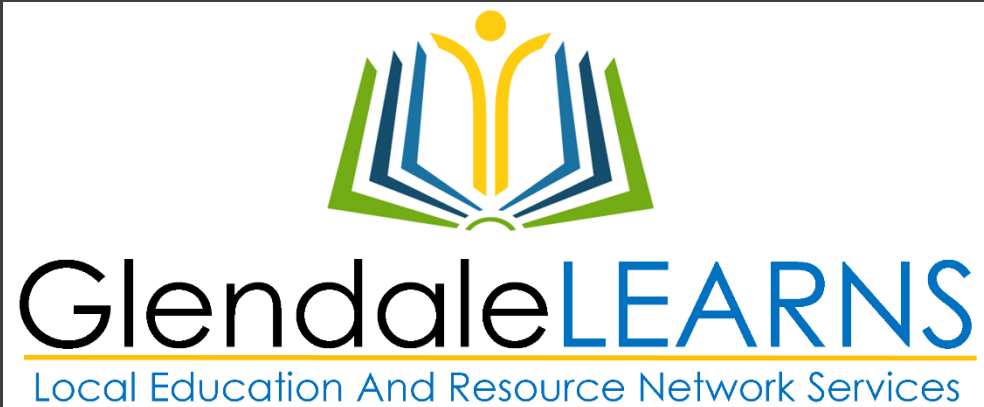
- a. Continue integrated partnership with VWDB to leverage resources and increase employer engagement strategies.
- b. Continue participating in regional and local planning activities including workforce Memorandum of Understanding (MOU) and Workforce Development Plans to ensure alignment with GlendaleLEARNS annual and three-year planning.
- c. Continue strategic co-enrollment with WIOA and non-WIOA partners in order to provide comprehensive services to students that lead to employment, while leveraging resources. Strategy will include continuing to refine the universal application packet and co-enrollment process.



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Thank You!

Time for a break!



ENVIRONMENTAL SCAN CAEP THREE-YEAR PLAN 2022-2025