

***Alamo Community Colleges***

**Within Reach**

**Pathways to Success for LEP Adults**

**Dr. Federico Zaragoza**

**Vice Chancellor of Economic & Workforce Development**

**Alamo Community Colleges**



# Project Summary

- Goal: Center of Excellence
- Three colleges engaged in project
- Westside Education and Training Center
- Bilingual training/VESL in
  - production worker
  - certified nurses assistant
  - dietetic food service
- Strategic staff development component
- Outputs: 111 (enrolled), Outcomes 81 (employed)
- Intake/Orientation: April/May 08

# Business Partners

## Business

- Reyes Automotive Group
- Curtis Maruyaso America
- Toytotesu Texas
- Vutex, Inc.
- Trisun Care Center
- University Hospital
- Nix Hospital
- Air Force Villages 1 and 2
- Golden Manor Jewish Home for the Aged
- Edgewood ISD

## Contributions

- Job shadowing positions
- Job analysis/project feedback
- On-the-job training internships
- Instructors
- Employment opportunities
- Job development
- Incumbent workers

# Partners and Services

## Partners

- Alamo Workforce Development Board
- The Centers for Work and Family
- Project Quest
- City of San Antonio

## Partner Services

- Recruitment
- Emergency assistance with utilities
- Assessment
- Case management
- Child care
- Transportation
- Financial literacy

# Screening/Assessment

- Comprehensive intake process including an Individual Employability and Educational Development Plan
- Language, literacy, and numeracy assessments in English and Spanish (BEST Plus, BEST Literacy, CASAS, TABE Español CASAS *Evaluación de Comprensión de la Lectura* tests, as needed)
- Occupational interest and skills assessments in English and Spanish (SAGE, and Industrial Edge, as needed)
- Alternative assessments including portfolio evaluation, direct observation, work product review, and customized assessments developed based on job task analysis

# Training Model

- LMI Driven – Demand Occupations
  - Health – CNA to LVN to RN
  - Manufacturing- Production Worker to Manufacturing Tech (Lathe, Mill)
  - Hospitality – Supervision
- Employer Engagement
- WorkKeys Industry Profile
- DACUM Validation
- Curriculum – Language Task Analysis
- Internship or Practicum

# Training Model

## ***Concurrent Bilingual Instructional Model***

- VESL in mornings (3 hrs)
- Bilingual occupational training in afternoons (3 hrs)
- Bilingual VESL tutor assists in training class
- Build-in instructor planning/ sharing time
- Weekly staffing between instructors, casemanager, job development

## Lessons to Date

- CNA instructors are hard to find (bilingual CNA instructors very hard!)
- In this tight labor market, business are eager partners
- Tremendous commitment from colleges
- High value of community partnerships

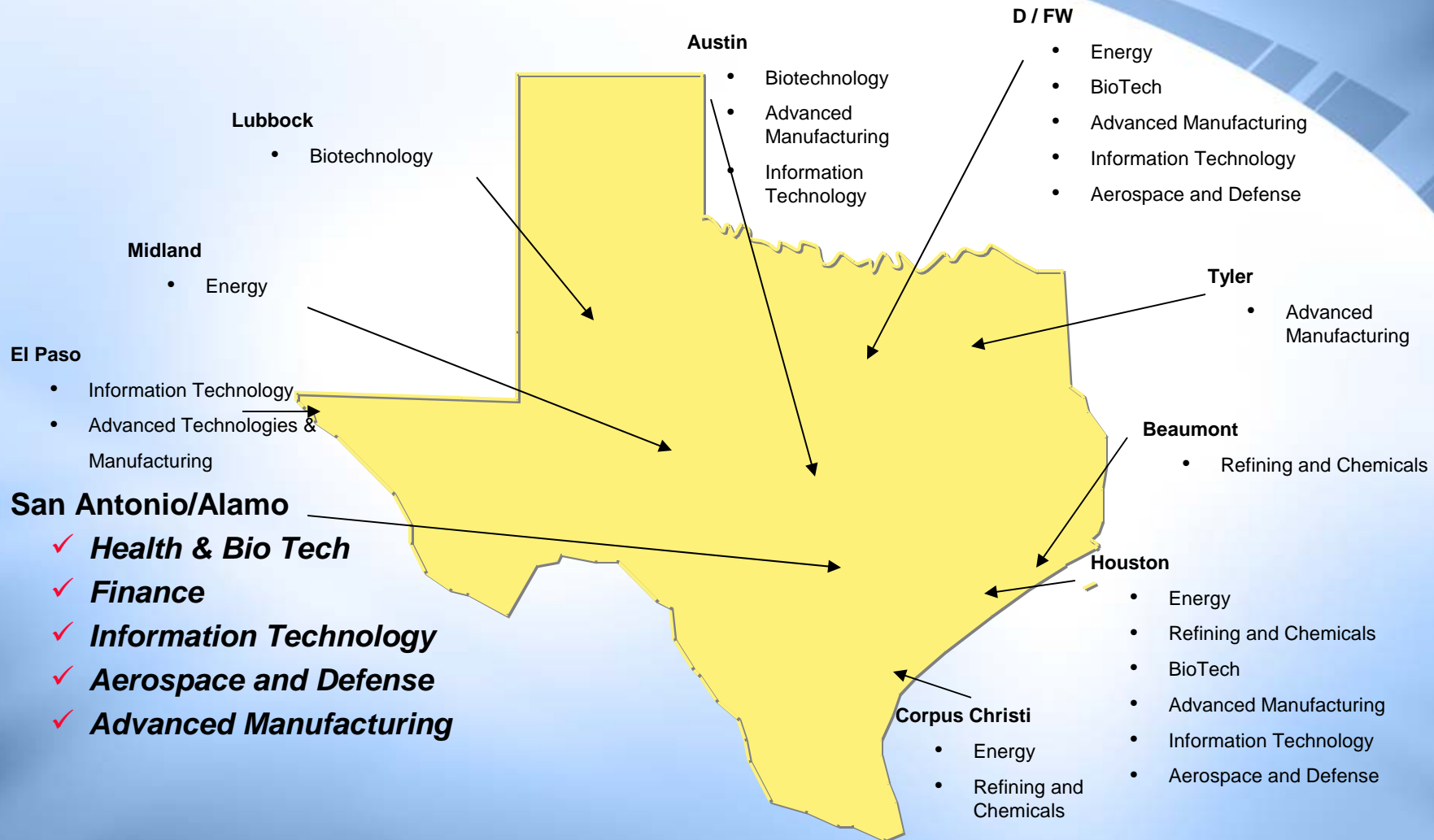
# Challenges and remedies to date

- C) Establishing vision, forum, and strategies –
- R) Workbased-ESL Education Team
  
- C) Curriculum Development Process
- R) Time Release & Content Expert
  
- C) Faculty Development
- R) Mandatory In-Service; On-Going Support

# Why Is Project Unique?

- Work-Based ESL - Center of Excellence
  - Best Practice Driven
  - High Academic and Student Support Systems
  - Holistic Design
  - Quality Environments
  - Culture of Appreciation
  - Knowledgeable Faculty
  - Sustainable Programming

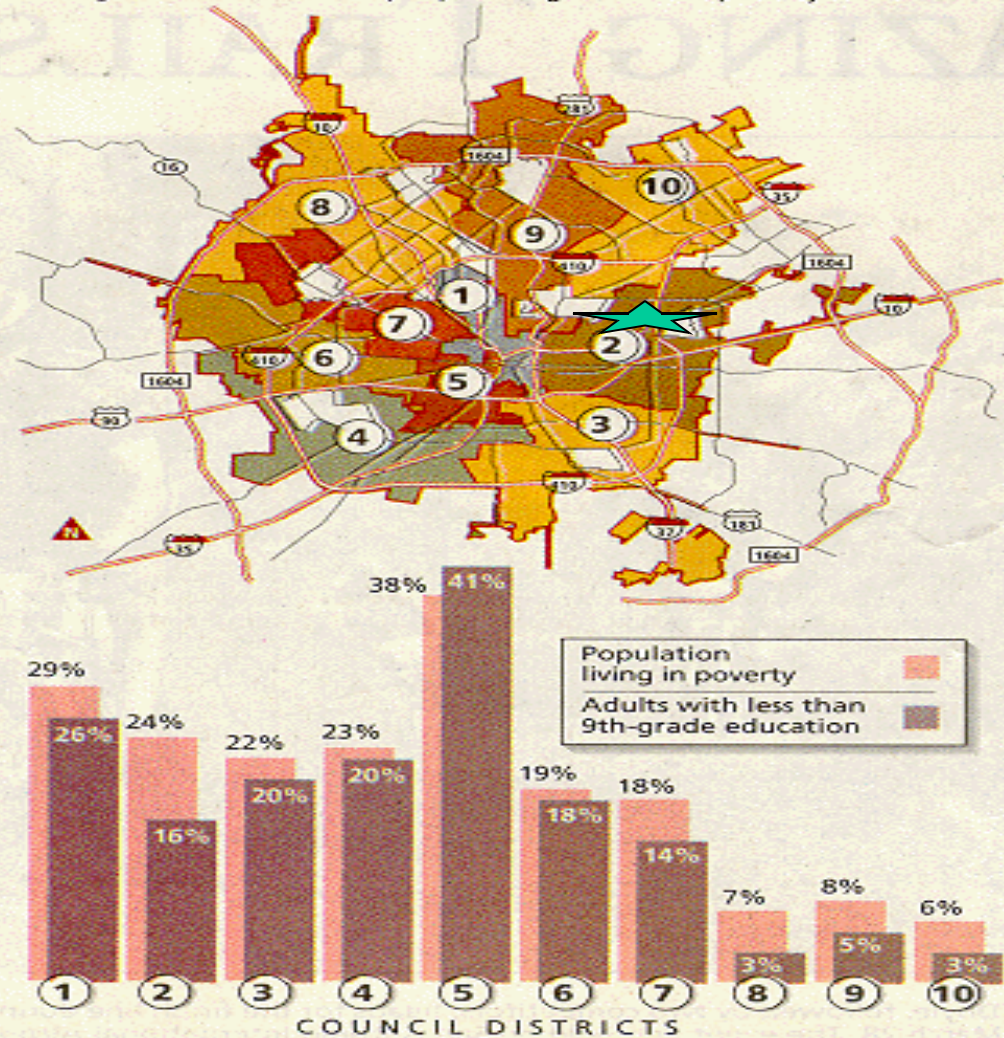
# LEP Alignment to Regional Industry Clusters



# Westside Empowerment Zone Location

## Social indicators

San Antonio's Department of Community Initiatives presented information at the May 30 meeting of the Community Revitalization Action Group which shows the correlation between adults in the city with less than a ninth-grade education and people living below the poverty level.



Express-News Graphic  
Wednesday, June 7, 2000

# Edgewood Blue Ribbon Findings

## Critical needs:

- Research and the COSA Empowerment Zone (EZ)  
Application shows that among EZ residents,
  - 63% have no high school diploma
  - 24% cannot read
  - 28% do not speak English
  - 17% unemployed
  - 50% live in poverty
- Establishment of a Westside workforce specialty center
  - Connect residents to post secondary education, adult literacy, job training, high wage job opportunities
  - Include student services, transportation, partnerships

NOW

FUTURE

21<sup>st</sup>  
Century  
Economy

***Need To Create  
Bridges From  
Inner City To New Jobs***

# ACCD Westside Education and Training Center A Workforce Specialty Campus

