

Immigrant Workforce Training Programs



A partnership project of the Sonoma County
Adult Education Consortium



Centro Laboral de Graton

Santa Rosa Junior College

Sonoma County Adult Education

Funding Sources

California Adult Education Block Grant

Casey Foundation

Ford Foundation

Research partners - National Coalition for Workforce Education
Aspen Institute

Description of Project

- Create short-term workforce training programs that are linked to basic employment skills and English language development
- Focus on areas of high employment need and jobs of interest for day laborers and domestic workers
- Coursework leads to non-credit certificate and/or industry certification
- Provide extensive wrap-around services for students

Students at Celebrate CTE! Event



Description of Partners

- Centro Laboral de Graton is a worker-led day labor center in Sonoma County, California, whose primary function is to address the workforce development needs of low wage, predominantly non-English speaking, and undocumented immigrant workers. These needs are addressed by providing training, employment, civic engagement, and advocacy opportunities for day laborers and domestic workers.
- Santa Rosa Junior College (SRJC) is a public, 2 year community college, accredited by the Western Association of Schools and Colleges (2015 WASC) which has an annual student enrollment of 26,833 students. The college has two campuses, a 100+ acre campus in the heart of Santa Rosa, and a 40-acre campus focused on technology in Petaluma. In addition to traditional facilities, SRJC operates a Public Safety Training Center, Southwest ESL Center, a 165 acre working organic farm and winery, and a state-of-the-art culinary facility with a restaurant and bakery. SRJC offers a strong general education program that includes 90 majors for students planning to transfer to four-year colleges and universities, as well as more than 100 career and technical certificate programs that prepare students for the workforce. SRJC also operates a High School Equivalency Program (HEP), funded by the Office of Migrant Education to assist migrant and seasonal agricultural workers with obtaining a high school equivalency certificate and matriculate into college, vocational training or improved employment.

Partner Responsibilities

Centro Laboral de Graton

- Survey members for CTE interest areas
- Recruit students for program
- Host Open House Event
- Provide space for registration and assessment
- Establish and host study groups
- Provide dinner for Friday evening seminars
- Select topics and provide guest speakers for Friday evening seminars

Partner Responsibilities

Santa Rosa Junior College

- Secure qualified instructors
- Oversee program and curriculum development
- Participate in Open House Event
- Provide staff for registration and assessment
- Provide program facilities, equipment and supplies
- Provide academic support systems for students
- Provide integrated, hands-on experience for students
- Provide celebration of accomplishment

Program Components

Schedule – Friday

Dinner 5:00 pm

Seminar 5:30 – 8:30 pm

Saturday

Lecture 9:00 -11:30 am

Lunch 11:30 – noon

Lab noon – 2:30

Total Class Time – 64 hours

Program Components

Friday Seminar

- Acclimation to American Education System
- Acclimation to American Employment Expectations
- Workforce Readiness (Driver's license, ITIN, job search)
- Worker's Rights (pay expectations, wage theft, mobile apps)
- English for the workplace (contextual language for job site)

Saturday Lecture/Lab

- Low water use and native plant identification
- Soil types and drainage identification
- Landscape design
- Landscape installation
- Communication for landscape crew members
- OSHA 10 Certification (Spanish)
- Forklift Operator Certification (Spanish)

Results to Date

- Number of Original participants = 25
- Number of Completers = 22
- Number of Industry Certifications = 21
- Number of Workers Placed in Higher Wage Jobs = Follow up survey with students scheduled for July 14, 2016 and January 2017

Lessons Learned

- Persistence – If your first choice of program design or teacher selection does not pan out, keep digging for additional solutions
- Flexibility – Identify all of the potential partners that can come to the table to provide services and understand how they fit into the larger picture of short-term start up and long-term sustainability
- Communication – Make sure all partners are consistently apprised of program developments, particularly when details, like staffing and curriculum approval change
- Staffing – Ensure that staff assigned to the project have the time to devote to program development

Biggest Successes

- Student Completion Rates
- Scaffolding Design for Projects
- Community Interest in Integrated Programming
- Community Support
- Solidification of Partnerships

Students at Celebrate CTE! With President Chong and Board of Trustees Member Jordan Burns



Biggest Challenges

- Finding qualified instructors who want to teach non-credit courses in a team environment
- Currently no non-credit CTE programs at SRJC
- Getting curriculum through the approval process
- Being a change agent for a large institution
- Administrator oversight time commitment
- Student literacy levels

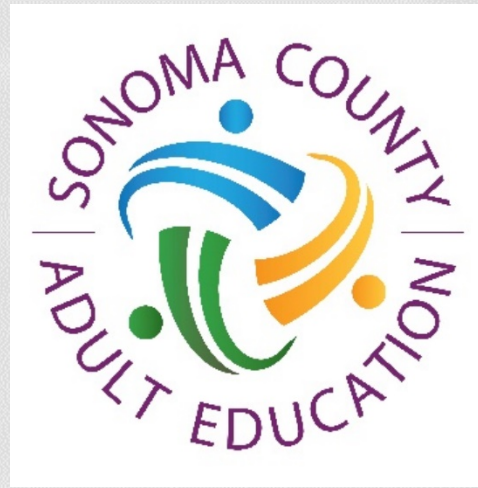
Future Plans

- Expand program offerings to other CTE areas of employment need in the county
 - Personal Home Care Assistant
 - Hospitality
 - Small Business Development
 - Green Housekeeping
 - Culinary Arts
 - Construction
- Institutionalize the process of developing IBEST model programs targeting low literacy and non-English speaking participants
- Better integrate programs and services offered through the college and adult education system

Future Plans - Landscaping

- Phase 2 - Hardscape with contextualized math
 - Fence Construction
 - Irrigation Installation
 - Concrete Design
 - Non-plant landscaping techniques
- Phase 3 – Option 1 – Contractors License
 - Intensive English Instruction
 - Industry Terminology for Construction and Landscaping
 - Contractor's License Test Preparation
- Phase 3 – Option 2 – Edible Landscaping
 - Traditional Landscape Conversion to Useful Landscape
 - Landscape Design with Edible Plants

Discussion Points and Questions



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