**College of Alameda CALWORKs PROGRAM REVIEW 2010**

**History**

In the fiscal year (FY) 1997-98, the Personal Responsibility and Work Opportunity Reconciliation Act recognized the role of community colleges in the CalWORKs system. The California State Community Colleges received funding through Proposition 98 to establish a CalWORKS community college program on every campus. CalWORKs, also receivesFederal TANF funding.

**Purpose**

The purpose of the College of Alameda CalWORKS program is to provide students enrolled in CalWORKS with educational and training opportunities that will lead them to become self- sufficient. The COA CalWORKS office accomplishes this mission through counseling, work study placements on and off campus and childcare services. The COA CalWORKs program will continue to ensure that students meet their Welfare to Work County requirements through continued monitoring and compliance.

By providing students with on and off campus work-study opportunities, the COA maintains strong relationships with different departments on campus while successfully being the only campus in the district that places COA CalWORKs student off campus with local employers. Childcare services, career development and life skills workshops are also provided to our students on a quarterly basis to insure success and on-going advancement of skills to decrease barriers to employment.

COA CalWORKs program continues to have a great relationship with Alameda County Social Services. Staff from Alameda County attended and conducted a CalWORKs student orientation in the Fall of 2009 and in the Spring of 2010. This was the first of what will become a successful collaboration between the stakeholders in the future. Plans have been made for the County of Alameda to be a part of all COA CalWORKs orientations and provide important information that is needed for the students to maintain eligibility and follow the proper steps required to be active in the program.

COA CalWORKs is also a member of the City of Alameda Community Services Collaborative and the City of Alameda Youth Commission. This relationship has made it possible for our COA CalWORKs students who are attending the College of Alameda to gain accessibility to services that are normally set aside for the City of Alameda residents.

COA CalWORKs has always had an excellent relationship with other programs on-campus such as Disabled Students Program Services, EOPS/CARE, Health Services, Student Activities, COA One Stop Career Center and Financial Aid. Through these collaborative relationships a team approach has led to a large part in our student’s retention and student success.

**List of memberships and Standing Committees:**

College of Alameda Recruitment and Retention Committee

DSPS Adversary Broad

EOPS/CARE Adversary Broad

College of Alameda One Stop Career Center Partnership Broad

In the fiscal year of 2006 -2007 our program provided services for 89 students. In 2007-2008, 120 students received services, while in 2008 and 2009, the COA CalWORKS program provided services for 120 students.

**Demographic Characteristics (TABLE 2)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | 2006-07 | 2007-08 | 2008-09 |
| AGE GROUPS |  |  |  |
| UNDER 16 | 0 | 0 | 0 |
| 16-18 | 0 | 0 | 0 |
| 19-24 | 24 | 39 | 62 |
| 25-29 | 55 | 42 | 38 |
| 30-34 | 7 | 21 | 17 |
| 35-54 | 3 | 12 | 3 |
| 55-64 | 0 | 0 | 0 |
| 65+ | 0 | 0 | 0 |
| TOTAL | 89 | 114 | 120 |
| GENDER |  |  |  |
| MALE | 4 | 2 | 5 |
| FEMALE | 85 | 112 | 105 |
| UNKOWN | 0 | 0 | 0 |
| TOTAL | 89 | 114 | 120 |
| ETHNICITY |  |  |  |
| ASIAN/PI | 9 | 13 | 8 |
| BLACK | 47 | 67 | 62 |
| FILIPINO | 0 | 0 | 1 |
| LATINO | 7 | 31 | 19 |
| NATIVE AMER. | 0 | 0 | 1 |
| WHITE | 14 | 0 | 12 |
| OTHER/MULTI | 0 | 0 | 5 |
| UNKNOWN | 12 | 3 | 12 |
| TOTAL | 89 | 114 | 120 |
| SPECIAL POPS |  |  |  |
| EOPS/CARE |  |  |  |
| CALWORKS | 89 | 114 | 120 |
| DSPS |  |  |  |
| MATRICULATED |  |  |  |
| FIN AID RECPT |  |  |  |

Starting in the summer of 2009 we saw an increase in new students with an average rate of returning students. We have also noticed that there was an increase in students from other Peralta campuses. This may be due to budget cuts and the decrease in classes available on other campuses. Those students that did not return mostly transferred to other campuses to pursue career advancement opportunities not available at COA. While there is an increase in enrollment this year, COA CalWORKs is presently operating with a 50% budget compared to the last fiscal year. This has greatly affected the COA CalWORKs services and what the program can be provided on behalf of the students. The COA CalWORKs counselor/case management position has been cut 50% and the Coordinator is presently working in a retiree status part-time.

Even with the annual cuts to our program on and off campus work-study and employment services have been one of the back bones of the program. For the past 3 years our Work-Study program is one of our biggest successes. Our students make on an average of $12.50 per hour. This is because we provide off campus employment services and have excellent relationships with local employers who are invested in the success of our students. The Peralta District Office, community organizations and private employers have hired our students in a variety of occupations. Most have been hired into positions that meet their career and educational goals. Their average starting salary is $20.00 per hour once they reach their employment goal and are hired as permanent employees with benefits.

**Student Success Rates**

Over the last three years, the student success rate of COA CalWORKS/students has been on average 3.5 percent higher than overall COA Success Rate. A high percentage of COA CalWORKs students over the past 3 years have continued their education and received their BA Degrees and Masters Degrees with have 3 former student working on their PhD’s. Most of our students received their degrees from the University of California and State College systems.

**Course Completion**

Over the last three years, the course completion rate for COA CalWORKS students has been about the same or higher than the average college rate.

**Drop Rate**

Drop rates for COA CalWORKS students are 25 percent lower than the college average.

**Retention (one-semester completion rate)**

Over the last three years the retention rate for COA CalWORKS students has been higher than the college average.

**GPA**

GPA rates are generally consistent with or slightly lower than the college average.

The COA CalWORKS program supports the College of Alameda’s mission to provide access to educational services to all eligible students, regardless of income and prior educational level. Data from the college’s research department consistently shows that more and more students are coming to College of Alameda without adequate educational preparation. There is also an increase in the number of low-income students. In 2009, for example, the CalWORKS population increased by about 15 percent.

The college’s CalWORKS program is also designed to support the local county

employment targets that 30 percent of all CalWORKS which requires students to work at least 20 hours a week to maintain eligibility. Due to budget cuts, the CalWORKs Program Coordinator has been cut to a .5 position. CalWORKs has seen an increase in students even though program funds have been cut by 50%. This decrease in funding has caused the program to eliminate the CalWORKs Counselor (.5).

**Success and Retention (TABLE 3)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | FALL 2007 (#/%) | FALL 2008 (#/%) | FALL 2009 (#/%) |
| Success | **42 / 72.6%** | **63/73.8%** | **Data Not Available** |
| Retention | **33/ 76.2%** | **58/75%** | **Data Not Available** |
| TERM GPA | **2.59** | **2.91** | **Data Not Available** |
| Probationary Status | **23%** | **22%** | **Data Not Available** |
| Persistence FA TO SP | **25%** | **27%** | **Data Not Available** |

CalWORKs guidelines require that we provide case management services, daily attendance reporting and monthly process reports to the County of Alameda on a consistent basis to be in compliance. This appears to be a difficult task without a counselor and it is projected that the program will be unable to meet these county requirements for funding.

There are strict data elements that are required for funding, audit, and student eligibility requirements for CalWORKs. We have State and Federal mandates that we are to adhere to in order to be in compliance. With no clerical or counseling staff to gather and enter information all documentation for the program funding will not be available.

Off campus work-study opportunities will be greatly affected by these cuts. Off campus placement is one of your most effective services that assist our student with meeting their work related county hours and often times leads to permanent employment for our students.

Employment Services will also be hardest hit to our program. Work-study is the essence of the CalWORKs Program as the students gain confidence and important skills in the scope of their employment. CalWORKs is a welfare-to-work program and without the ability to provide our students with work experience we will not meet our County, State or Federal obligations.

**Program Goals (TABLE 1)**

|  |  |  |
| --- | --- | --- |
| **GOAL** | **HOW IS THE GOAL MEASURED**  **(INDICATORS)** | **WHAT ARE EXPECTED OUTCOMES** |
| Assist Alameda County Social reaching their 30% placement. | By the number of students that we place on and of campus work-study | Students that remain with the employer for two (2) semesters. Students that get permanent employment. |

Due to the COA, lack of cutting edge training opportunities for students (where they might complete a program and make a living wage of at least $20/hour), many students drop out or transfer to other Peralta colleges or local educational providers that do offer such programs.

In conclusion, the staff is doing it’s best to provide adequate services to the students and continue to maintain relationships with employers; however’ it is apparent that the budget cuts will gravely affect the success of the program and limit the services in the future. The decreased budget will also limit the student’s ability to become self-sufficient and improve their quality of life. It is hopeful that these factors will be investigated in the future to insure the success of the CALWORKS system.

**Validation Team Report**

Unit reviewed: College of Alameda, CALWORKs Date April 2, 2010

Self-Study Team

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Validation Team

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**Summary of Findings**

**Part A.** Accuracy and Thoroughness of Self-Study/Action Plan (program strengths, areas for improvement, data collection, projection of future trends/support).

**Part B.** Validation Team Recommendations