Cabrillo’s Welfare-to-Work Program

In August 1996, a federal act was signed by President Clinton altering welfare services by ending guaranteed cash aid programs for families and children. In August 1997, the State of California adopted similar legislation, which engendered the California Work Opportunity and Responsibility to Kids (CalWORKS) program. In 1998, Cabrillo College received $500,000 in funding to implement its own CalWORKS model, Fast Track to Work. In addition to an influx of money, CalWORKS brings with it specific mandates, opportunities and challenges for the College and for our students. Currently approximately 500 students are enrolled in program.

What distinguishes Cabrillo’s Fast Track to Work program from others across the state is the level of collaboration and cooperation between the College and the Santa Cruz County Human Resources Agency and among various college components. All California community colleges are receiving CalWORKS funds, but few are finding County Welfare Departments as willing to refer students to college programs or as willing to work together in designing a program model.

The working partnership between Cabrillo and Santa Cruz County Human Resources Agency has resulted in the creation of a one-stop service center. The center offers on-site welfare services counseling by a Santa Cruz County Human Resources Agency staff member, an on-site financial aid advisor, childcare information, a streamlined enrollment process, and career planning services.

The consolidation of services in one convenient location is a great benefit to students, many of whom have children, cannot afford a car, and rely on public transportation. The one-stop site alleviates confusion about where to go in order to complete or submit various forms. In addition, with HRA and college staff readily available, questions can be answered on the spot instead of shuffling between agencies and departments. The amount of time saved and confusion avoided with this approach is enormous.

Taking students from dependence on welfare to earning a livable wage is no small undertaking. According to a recent statewide study, which looked at the cost of living, housing, food, transportation, childcare etc., the base income needed to be independent of government or other
support for a single person with two children is approximately $18 per hour. The fact is, there are not many entry-level positions that pay that much.

In order to address the wage issue over the long run, and in order to adhere to the immediate state and federal time constraints and mandates, the Fast Track to Work program takes a “whole student” approach. The ability to earn a livable wage entails a combination of having the necessary skills and job experience. The time limitations imposed by welfare-to-work rules generally preclude a student’s initial ability to earn a family supporting wage. However, the Fast Track strategy endeavors to place each student on a well-defined career pathway. The path in this instance is referred to as a career ladder, with each rung representing a step up towards the goal of earning a livable wage. In contrast, other welfare-to-work models may abandon participants after they are initially placed in a job, potentially leaving them stuck in a low paying position with little hope for advancement.

The idea of multiple entry and exit points is central to the Fast Track to Work Program and the career ladders concept. Thoughtful research and program design has determined that this strategy promises greater career advancement and the eventualty of earning a livable wage. Once a student is placed in a job they are given the option of returning to Cabrillo or another educational provider to learn the additional skills needed move up the rungs of their ladder. Fast Track To Work plans to provide the necessary continued education and counseling to ensure students long term success.

In the short term, many challenges face Fast Track staff including evaluation of existing coursework and programs to determine how they might better fit the welfare-to-work timelines and guidelines. Accordingly, the College has focused on those occupational programs in high growth areas that are achievable in one year. Currently, most of Cabrillo’s eight Fast Track Programs are subsets of existing occupational programs including office skills, office assistant, computer programming, construction and energy management, horticulture, culinary arts, certified nursing assistant and early childhood education. Clearly more work needs to be done in the area of curriculum development and program design to ensure student success over the long run.

Rock Pfotenhauer, Dean of Occupational and Community Development, has done and continues to do an excellent job leading Cabrillo’s welfare-to-work efforts. This year Rock and a team comprised of faculty, counselors and staff will begin a pilot effort assessing three programs: Medical Assisting, Early Childhood Education and Office Systems. These programs will be evaluated with the intent to determine what modifications will further ensure a students chance to gain employment and earn a family supporting wage.

Other challenges facing Fast Track to Work include achieving better integration of on- and off-
Cabrillo's Welfare-to-Work Program, continued
campus services for students such as healthcare, childcare, housing, transportation, financial aid, and tutoring. The accessibility of services and availability of information is critical to the welfare-to-work student's success. To that end, the College is committed to optimally organizing existing resources to make the one year at Cabrillo as productive as possible for students.

We won't have our first “completers” until later this year making it difficult presently to judge Fast Track to Work a success or failure. We do know that increased education results in increased wages, and we know that at Cabrillo students have had the most dramatic results when they complete a certificate or degree, generally a two or more year endeavor. How successful we will be with short programs remains to be seen. I would guess that some programs will be quite successful and others not so.

If the Cabrillo Fast Track to Work model is successful, that is, if people are employed and if they are able to move up career ladders, then I believe we will attract more and more students to the program, welfare funded or not.

Best of luck in the next year to Rock, participating faculty and the Fast Track staff, Dena Taylor, Fast Track to Work Program Manager, Leticia Gonzales Ponce, Fast Track Services Coordinator, Liz Miller, Fast Track Academic Counselor, Maria Papurello, Fast Track Financial Aid Advisor, Catherine Clark, Fast Track Counselor, and Katie Limas, Campus Santa Cruz County Human Resources Agency Liaison.

Sacramento Connections

Many of the most sweeping changes affecting Cabrillo College originate at the California Community Colleges Chancellor's Office and at the State legislature in Sacramento. Several of Cabrillo's administrators and faculty are actively in state leadership positions representing Cabrillo College's interests. I'd like to share with you some of the activities that are ongoing at the State level.

I currently serve as Vice President of the Executive Board of the Chief Executive Officers of the California Community Colleges (CEOCCC). The CEOCCC Board advises and works with the Chancellor and Board of Governors on major budgetary and policy issues. The Board also sets priorities and provides direction for coordinated state-level lobbying efforts. As a Board Member, I have recently represented CEO's on a joint effort with the State Academic Senate to clarify and improve shared governance practices within local districts. I am also representing CEO's on the Chancellor's Task Force on Full-Time/Part-Time faculty issues.

Student Services Vice President Manuel Osorio is the president-elect for the Chief Student Services Administrators Association and will serve as president for the 1999-2000 term. As president-elect, Manuel has chaired the conference committee which will hold its annual conference in March. Among this year's priorities, CSSAA is focusing efforts on CalWorks implementation and its effect on counseling services at community colleges. CSSAA is also working on ensuring fair appropriation of
Partnership for Excellence funding for student support services.

Claire Biancalana, Vice President of Instruction, serves on the Executive Board for the California Community College Chief Instructional Officers (CCCIO) and is the regional representative for the South San Francisco Bay to Monterey Bay Area. The CCCIO has input to the Chancellor's Office on key policy issues including intersegmental issues, IGETZ, degree and certificate requirements, articulation, and shared governance. One project Claire has been working on recently is identifying a new funding stream to support maintenance of instructional technology. Claire also works closely with other groups including the Association of Instructional Administrators, the State Academic Senate, the CCC Librarian Association, and she is the Chair of the South Bay Regional Instructional Officers.

Vice President of Business Services Pegi Ard serves on the California Community Colleges Chief Business Officers State Facilities Taskforce. The Task Force is comprised of 11 community college representatives including the State Vice Chancellor, chancellors from other community colleges and facilities representatives. The Facilities Taskforce is addressing issues of how funding is allocated and the process for prioritization of capital outlay projects.

Victoria Lugo, Director of Equity and Diversity, serves on the Chancellor's Task Force on Faculty and Staff Diversity and Development. The Task Force makes recommendations to the Chancellor on how to achieve faculty diversity. Currently the Task Force is exploring methods to achieve diversity for the 700 faculty positions currently advertised system-wide.

Jing Luan was appointed last year by State Chancellor Tom Nussbaum to serve on the Governor's Advisory Council Subcommittee on overseeing accountability efforts for the statewide School-to-Career program. In addition, Jing serves on the Chancellor's Office Research, Accountability and Technical Assistance Committee charged with providing guidance to vocational education and assisting in the implementation of Report Card SB 645 core measures for California community colleges. He also is an executive board member of the statewide Research and Planning Group.

Cathy Summa-Ford, Director of Marketing and Communications, has been appointed to the Chancellor's Office Student Right to Know Task Force. “Student Right-To-Know” (SRTK) refers to a Federally-mandated public disclosure of a college’s Completion Rate and Transfer Rate. The intent of SRTK is to provide to the consumer a statistic of comparable effectiveness that they can use in the determination of college choice. Cathy is working on the presentation and interpretation of the data and its impact on community colleges.

Dale Murray, Athletic Director, is the Commissioner for the Coast Athletic Conference. In addition, he serves on several committees for the Commission on Athletics, which is a subcommittee of the California Community College League (C CCLC) that administers athletics for the state. Dale is in the process of rewriting the State Athletic Constitution with other
committee members, and is also working on restructuring the Commission on Athletics.

**Site Master Plan Update**

Since September 1998, the College has been in the process of finalizing the Site Master Plan. An initial presentation of the plan was made to the Governing Board in December. An additional presentation will be made to the Board in March before the final plan is submitted for approval at the May Board meeting. The site plan has been shaped under the leadership of the Facilities Planning Advisory Committee with a membership that includes broad representation of campus constituencies.

The plan proposes the construction of four new buildings: a new visual and performing arts center, a student services complex that will integrate admissions, financial aid, counseling, and other student services in a one-stop Student Services Center; a Health and Wellness Center that will house under one roof all of the allied health programs, the stroke center (now located off campus) and a physical fitness component; and a state-of-the-art horticulture complex. The new construction projects will benefit existing facilities as well. Buildings will be upgraded and remodeled as programs, departments and offices are moved to new locations. The site plan also features 1500 much needed additional parking spaces.

Some of the proposed projects involve improvements to Soquel Drive. The Santa Cruz County Transportation Commission and the College are sharing a $1.5 million grant for road improvements as part of the overall plan.

Construction will begin on several projects at the end of spring 1999 semester including infrastructure improvements, a new swimming pool, an improved Stadium Media Center, and landscaping.

**Accolades**

**Allen Utterback** received the Distinguished Service Award from CMC-3 during their 26th annual conference held in Monterey. This is their top award and was given to Allen to recognize him for his service to the organization and to mathematics education. Allen is one of the founding members of this organization, and, as you know, just retired from Cabrillo last summer. CMC-3 stands for the California Mathematics Council, Community Colleges and is composed of over 400 math faculty from community colleges in Central and Northern California.

**Howard Ikemoto**, Fine Art Instructor, is one of six people featured in a documentary titled *Children of the Camps*, which will be presented by KVIE Channel 6 in Sacramento and the National Asian American Telecommunications Association. The hour-long documentary follows a
three-day journey of former child internees as they explore the long-term impacts of internment on their lives. The documentary will be rebroadcast locally.

**Jane Gregorius**, Art Instructor, and **Lynda Watson**, retired Cabrillo College Art Instructor, have current work on display in a show titled Black and White and Everything in Between at the Pajaro Valley Gallery in Watsonville, through March 20.

English Instructor **Robert Sward's** essay “Personal Analysis of T.S. Eliot’s 'The Love Song of J. Alfred Prufrock,’” is included in several new Bedford/St. Martin's textbooks including Poetry: An Introduction, 2nd edition, and The Bedford Introduction to Literature. These texts will be used in colleges and universities around the world.

Art Instructor **Karen Tossavainen** currently had a solo show titled Eros Collages at the Mirren Gallery, in Half Moon Bay. The show runs through March 7. In addition Karen received an award for her part in a group show at the Oakland Museum.

English Instructor **Harry Card** was invited to present at the California Literature and Reading Project at San Jose University. Attendees included students and graduate students intending to enter the teaching profession.

English Instructor **David Thorn's** interactive multimedia presentation of his poem titled Icarus Speaks was featured last fall at the Umlauf Sculpture Garden and Museum, a highly regarded and frequently visited museum sponsored by the City of Austin, Texas. This poem was first published in the Porter Gulch Review here at Cabrillo a few years ago and was later published in ART/LIFE, an international art magazine.

Cabrillo College and **Richard Griffiths**, Learning Disabilities Specialist Instructor, were chosen to participate in developing a national accommodations model for students with disabilities at the postsecondary level. Richard is one of three Instructors chosen in California, and one of six nationally, selected to participate in the project. The research grant is administered by Kansas University.

**Jing Luan**, Director of Institutional Research, recently had three papers accepted by the American Association for Institutional Research including Electronic Fact Book, A Two-pronged Approach to Analyzing Basic Skills Student Success Studies, and Information Center for Decision Making by Vocational Education Students. He will present the papers in May at the National AAIR Conference.

**Corinne Shear Wood, Ph.D.**, Anthropology Instructor, has been awarded a subsidy from The Leprosy Mission International to attend the International Leprosy Congress in Beijing, China this year. Dr. Wood has worked extensively in the area of human leprosy and its special place in human history.

**Susan Brown**, Music Instructor, is a recipient of a 1998-99 ASCAP Award. The cash award,
presented by the American Society of Composers, Authors and Publishers reflects a continuing commitment to assisting and encouraging writers of serious music.

**Félix Robles**, Division Chair for the Foreign Language and Communications Division and Trustee for Santa Cruz City Schools, was given a Master of Boardmanship Award by the California School Board Association at a meeting in Burlingame. This award was given to Félix for his commitment to public education and for having completed more than 60 hours of training on issues of governance that affect public schools in California.

Renowned science fiction writer Poul Anderson dedicated his new book, *Starfarers*, to Cabrillo College Anthropology Instructor **James Funaro**. The dedication reads: To Jim Funaro, who has led many a Contact mission.” Anderson is one of the most distinguished science fiction writers of our time. He has won seven Hugo and three Nebula awards.

**Dan Rothwell**, Speech Communication Instructor, has published the third edition of his textbook entitled, *In Mixed Company: Small Group Communication* with Harcourt Brace publishing company. Of the more than 50 competing texts on small group communication, *In Mixed Company* is now the number one seller in the nation.

**Charlotte Jensen**, Director of the Cabrillo College Medical Assistant Program, was praised by the American Association of Medical Assistants’ site team. Team members reviewed the Cabrillo College Medical Assistant Program as the final step in initial accreditation.

**Topsy Smalley** had an article published in the Summer 1998 issue of *References Services Review* entitled “Partnering with Faculty to Interweave Internet Instruction into College Coursework. “

**Jay Siskin**, a new faculty member who heads Cabrillo’s Language Lab, has an article published in the current Fall 1998 ADFL (Association of Departments of Foreign Languages) Bulletin. It is entitled, “The Invalid Revalidated: Caring for the Language of Molière.”

**Cheryl Anderson** was named in the book “Who’s Who Among American Teachers — The Best Teachers in America Selected by the Best Students,” 1998 edition. She was nominated by former student Glenn Hines, who will graduate with a degree in Music Education this year from Northern Arizona University.