

# Program Review All Fields

## Program Review: CalWORKs Fall 2020

### Main

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#### Overview

**Academic Year** Fall 2020

**Originator** Gutierrez, Annette

**Division** Non-Instructional Service Areas

**Department** CalWORKs

#### Program

CalWORKs

**Program Type**

Student Services

### Co-Contributors

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#### Contributor

- Cisneros, Carina
- Maringer-Cantu, Jane
- Reyes, Simone
- Zamora, Ozzy

### Program Mission and Accomplishments

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## Gavilan College Mission Statement

**Gavilan College actively engages, empowers and enriches students of all backgrounds and abilities to build their full academic, social, and economic potential.**

**Provide a brief overview of how the program contributes to accomplishing the mission of Gavilan College. In addition to a basic overview of your program's structure and services, be specific in connecting your program's services to elements of the mission statement (300 words or less).**

The California Work Opportunity and Responsibility to Kids (CalWORKs) program began in 1997 as a direct result of the Welfare reform act of 1996 funding has been continuous since inception. CalWORKs purpose is to assist welfare to work recipient students and those in transition off of welfare to achieve long-term self-sufficiency through a variety of coordinated student services. Eligible students include those who are CalWORKs/TANF cash aid recipients, whose education program has been approved by the county as part of their welfare-to-work plan.

The Gavilan College CalWORKs program receives federal, state, and multi-county funding from San Benito (SBC) and Santa Clara (SCC) Counties to assist eligible students to achieve long-term self-sufficiency. CalWORKs services include case management, educational, career, and personal counseling, subsidized employment, job readiness, child care assistance, laptop loan program, textbook vouchers, required supplies, advocacy, as well as coordination with students' county department of social services. These supportive services are in direct alignment of Gavilan College's mission.

**On the PIPR website, locate and review your previous program plan and review (self-study) and subsequent program plan updates. After studying, please complete the following questions:**

Response and follow-up to previous program reviews

1. **1. Work with MIS and the Office of Institutional Research to collect data evaluating the effect of new state regulations on the program.**
2. **2. Continue to provide CalWORKs representation on SSSP committees and in shared governance committees.**
3. **3. In conjunction with the off-site supervisors and other stakeholders on campus, develop a plan (and include in program plan) for increasing intake, counseling and support services in Hollister and Morgan Hill.**

#### Accomplishment

These goals are extremely old and no longer relevant to the program.

2. **Accomplishment**

3. **Accomplishment**

Briefly describe the activities and accomplishments of the program with respect to

- a. PIPR recommendations; and
- b. Each goal since the last program plan and review.

CalWORKs has not been through a formal review since 2013-2014.

However, during 2018-2019 fiscal year we established the following three year goals.

- Increase number of CalWORKs students who will complete their educational goal by 3%. We plan to accomplish this goal by imposing early interventions for students who are not passing at the 10-week mark or do not submit a progress report.
- 70% of CalWORKs students will develop a resume prior to exiting Gavilan. We plan to accomplish this goal by conduct individual and group resume writing workshops at least once per term.

**Have the services of your program changed over the past three years? Please explain (300 words or less).**

Over the last three years we have seen fluctuation in eligible CalWORKs students which can be attributed to a shift in legislation that reduced the length of time a CalWORKs recipient can participate in the program, a once in a lifetime exemption that allows parents with young children to be exempt from participation, and most recent Covid-19 has created several barriers to actively engaging in higher education. Despite the decrease in students served our funding levels have remained constant. In 2018-19 we began partnering with Gavilan's Community Education program to offer short term Career Education certificated programs. Both SCC and SBC have approved to pay for the course fees, ancillary costs associated with the course and respective supportive services for each student. Lastly, in January of 2019 CalWORKs moved out of our original location within EOPS to our own office. This move afforded us the opportunity to increase our Office Assistant from part time to full time while giving our staff and students their own space. This has allowed us to offer in depth follow up and direct student support all year round.

## Student and Program Outcomes

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College Goal for Student Achievement

**Increase Scorecard Completion Rate for Degree and Transfer**

**The College has a primary aspirational goal of increasing the Completion rate from 46% to 53.5% on the CCCCO Scorecard Completion Rate for Degree and Transfer by 2022. The completion rates in the Scorecard refers to the percentage of degree, certificate and/or transfer-seeking students tracked for six years who completed a degree, certificate, or transfer-related outcomes (60 transfer units).**

**As you answer the questions below, please consider how your program is helping the college complete this aspirational goal of increasing the Gavilan College Degree, Certificate, and Transfer Completion rate by 7.5 percentage points on the CCCCO Scorecard by 2022.**

Success

The following questions refer to data regarding student achievement.

**What are your set goals for course success? Do your individual course and department rates meet this goal?**

**Helpful Question: If your rates for success are lower than your goals, what are your plans to improve them (200 words or less)?**

**Path: GavDATA (<http://www.gavilan.edu/about/research/index.php>) - Program Review/ Equity - D3. Course Rates by Unit**

Although in CalWORKs, we do not have any course offerings, the CalWORKs program helps the college meet the goal of increasing persistence and completion rate by ensuring that our CalWORKs students maintain progress towards reaching their educational goal. This helps the student maintain momentum towards their educational goal and supports the college's goal of increasing Gavilan College Degree and Certificate Completion rate.

**Given the preceding sections, what goals need to be set and what initiatives need to be developed to support success and retention? Address these initiatives in your Three-Year Program Plan at the end of this document.**

**How many students did your area serve (if you don't have an exact count, please provide an estimate)? How did they perform in comparison to those that did not use your services, if applicable? Given this information, how has your service or area supported student success and retention over the past three years (200 words or less)?**

**Path: GavData (<http://www.gavilan.edu/about/research/index.php>) - Program Review/ Equity - D4. Milestone Tracking Summary**

The data available in GavData from 2017-18 indicates that of the 69 students part of the cohort 87% were retained the second term, 57% retained in the 4th term and 30% were awarded. In comparison to non-CalWORKs students, CalWORKs students were retained 20% in the second term, 10% more in the 4th term and 7% more likely to be awarded. When looking at English, Math, 12 units and 30 units completed CalWORKs students were between 1-4 percentage points higher than non-CalWORKs students in these areas.

2018-19 & 2019-20 program outcomes regarding completion indicate that on average 81% of CalWORKs students completed each term with a 2.0GPA or better.

The CalWORKs program continues to engage students through progress checks, case conferences, follow up calls, and monthly attendance forms required by state and federal regulations. Mid semester grades and final term grades are reviewed and discussed with students, the CalWORKs counselor, and sometimes their county case worker. During these check points we also refer students to internal and external resources and supports as needed. Furthermore, Gavilan College CalWORKs is able to offer semester grants, monthly meal cards, semester supplies, and regular in person meetings and/or workshops to continuing engage and support our students.

Refer to your previous three-year plan ([http://www.gavilan.edu/staff/program\\_planning/Past\\_Plans.php](http://www.gavilan.edu/staff/program_planning/Past_Plans.php)) for your stated outcomes and initiatives that were evaluated. Using your previous plan, consider and comment on the following questions.

1. What were the measured outcomes of specific initiatives over the past three years?
2. What groups are you measuring? Is there a comparison group—for example, against the college average or students who do not participate in your activity?
3. What indicators are you measuring?

(300 words or less)

The CalWORKs program has not been reviewed since 2013-2014. However, in 2018-19 we identified two measurable outcomes which include: (1) Increase the number of CalWORKs students who will complete their educational goal by 3% and (2) 70% of CalWORKs students will develop a resume prior to exiting Gavilan College. We are using 2018-19 CalWORKs outcomes as a baseline to compare moving forward each year.

In your area, what goals need to be set and what initiatives need to be developed to support success and retention? (200 words or less).

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## Equity

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### Equity

Gavilan College has identified the following populations as experiencing disproportionate outcomes: Males, African American, Native American, Students with Disabilities and Foster Youth.

For EOPS/ CalWORKs, MESA, TRiO, Puente, and VRC: Using the path below, locate your program in GavDATA. Examine your equity results over the last three years. If there are differences in success rates and/ or retention across groups, comment on any differences in success rates across groups. Helpful Questions: What current factors or potential causes can be connected to these areas of disproportional impact? How might your program or department address student equity gaps (200 words or less)?

For all other areas, how can your area help increase disproportionate student success? Contact your support team for any needed assistance in interpreting these data (200 words or less).

Path: GavDATA (<http://www.gavilan.edu/about/research/index.php>)-Program Review/ Equity - D7. Disproportionate Impact with Margin of Error by Year - locate your program - Filter by Year

Contact your support team for any needed assistance in using GavDATA.

In looking at data from 2016-17, 2017-18, and 2018-19, the 2016-17 data showed a lower success rate in comparison to the general student population. However, the most recent data does not show any disparity regarding equity. We attribute the positive change to a variety of factors:

1. Increase in supportive services from 2016-17 to 2018-19 include gas and meal cards as well as supply vouchers and semester grants.
2. CalWORKs staffing changes in spring 2019, moving our Office Assistant from part time to full time.
3. Statewide movement towards a holistic way of working with CalWORKs recipients called CallWORKs 2.0 which offered students the opportunity to establish goals and have the county help them work towards their goals, it increased engagement efforts from worker to CalWORKs recipient, and increased collaboration with colleges.

### Equal Employment Opportunity:

Ensuring equal employment opportunity involves creating an environment that fosters cooperation, acceptance, democracy, free expression of ideas and is welcoming to persons of all gender expressions, persons with different abilities, and individuals from all ethnic and other groups protected from discrimination.

What is your area doing to support district efforts in creating an inclusive college environment? With what departments are you partnering? Did you identify barriers and institute change? How is you creating/ ensuring diversity in your department or in the classroom?

Some examples might be sponsoring cultural events and diverse speakers on issues dealing with diversity, exploring how to infuse diversity into the classroom and curriculum, integrating diversity into the evaluation of employees, promoting learning opportunities and personal growth in the area of diversity, or evaluating how the physical environment can be responsive to diverse employee and student populations.

- Participating in diversity informational and awareness trainings.
- Participating in hiring committees where EEO training is provided.
- Sharing information about CalWORKs student barriers and successes campus wide to increase understanding and awareness around low income parents who are students.
- Partnering with departments across campus such as Financial Aid, Admissions & Records, AEC, EOPS, Non-Credit, Academic Affairs, and the off-sites.

How do you plan on addressing issues of student and employee equity? In other words, how do you plan on closing achievement gaps across student populations? How do you plan to address EEO outcomes in your employee hires?

CalWORKs has traditionally been an equity model program. Our efforts to engage and support students include frequent high touch points with an understanding that every student comes to us with varying backgrounds and abilities. We work with each student's situation individually providing them direct support as well as providing warm handoffs to internal and external supports to help CalWORKs students meet their needs and reduce barriers to completing their educational goals. We lean on our campus and community partners to fill in the gaps when necessary. CalWORKs staff sit on various committees which provides opportunity for equity minded input and awareness to be part of discussions and decision making on campus.

Our current staff make-up represents the students we serve. According to the Chancellor's Office Data Mart over three years, 2016-17, 2017-18, & 2018-19 CalWORKs students were between 80-90% female and over 70% identify as Hispanic/Latino. Our current staff make up is 75% female and 100% Hispanic.

## curriQunet

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Have you reviewed all of your SAOs to ensure that they remain relevant for evaluating the performance of your area?

**Are your SAOs mapped in curriQunet?**

No

**Are your SAOs up to date in curriQunet AND on the reporting website?**

No

**Have your SAOs been assessed in the last five years?**

Yes

**Have you reviewed all of your SAOs to ensure that they remain relevant for evaluating the performance of your area?**

Yes

**If you answered no to any of the above questions, what is your plan to bring SLOs into compliance (200 words or less)?**

N/A

## Outcome Assessments

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Services Area Outcomes (SAO)

**What is your set goal for SAO success for each SAO (200 words or less)?**

**CalWORKs students will gain understanding of the program requirements and services available upon completion of the CalWORKs new student orientation within the first semester enrolled as a Gavilan College CalWORKs student.**

This SAO will be measured through the orientation completion and quiz.

**CalWORKs students will gain relevant job and workforce skills to build professional experiences that align with their field of interest.**

This SAO will be measured through resume development.

Institutional Learning Outcomes (ILO)

**How do your SAO support the college ILOs? Be specific (200 words or less).**

ILO A. Think Critically & Creatively

CalWORKs students will be able to better understand program elements, resulting in their ability to identify solutions to barriers, understand what services exist, and know how to reach out for support if needed.

ILO D. Cultivate Well Being

CalWORKs students will develop a resume utilizing the skills learned through their coursework, life and work experiences to better prepare them for the workforce.

Gap Analysis

**Are you meeting your SAO success goals? What patterns stand out in your results? If your SAO results are lower than your goals, what are your plans to improve them (200 words or less)?**

N/A

## Curriculum and Course Offerings Analysis

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## Program and Resource Analysis

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Please list the number of Full and Part Time faculty, staff and/ or managers/ administrator positions in this program over the past three years. Focus on your individual program.

Program and Resource Analysis

1. **2018**

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

122

**Full Time Faculty**

0

**Part Time Faculty**

1

**Full Time Staff**

0

**Part Time Staff**

1

**Full Time Mgr/Admin**

0.00

**Part Time Mgr/Admin**

1.00

2. **2019**

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

147

**Full Time Faculty**

0

**Part Time Faculty**

1

**Full Time Staff**

0

**Part Time Staff**

1

**Full Time Mgr/Admin**

0.00

**Part Time Mgr/Admin**

1.00

3. **2020**

How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?

122

**Full Time Faculty**

0

**Part Time Faculty**

1

**Full Time Staff**

0

**Part Time Staff**

1

**Full Time Mgr/Admin**

0.00

**Part Time Mgr/Admin**

1.00

**Percentages**

## Percentage Full to Part Time Faculty

Year:2018

FT = 0%

PT = 100.00%

Year:2019

FT = 0%  
PT = 100.00%

Year:2020  
FT = 0%  
PT = 100.00%

**How have and will those with reassigned time, grant commitments and activity, projected retirements and sabbaticals affect personnel and load within the past in the next three years? What future impacts do you foresee (200 words or less)?**

Previously CalWORKs had dedicated fully dedicated faculty, staff, and manager assigned to the program. However, since 2015-2016 faculty, staff, and manager split time between CalWORKs, Fresh Success, & EDD TAA. Additionally, one staff person and the manager also split time with the food pantry. The CalWORKs program has historically served more students during an economic downturn. Over the next three years we can anticipate that more individuals will rely on CalWORKs to re-enter the workforce.

**Additional Comments**

Since 2015-16 CalWORKs staffing has been split between CalWORKs & Fresh Success programs.  
2016-2017 staff was paid 80% out of CalWORKs funds and 20% out of Fresh Success funds.  
2017-18 staff was paid 75% out of CalWORKs funds and 25% out of Fresh Success funds.  
2018-19 staff was paid 75% out of CalWORKs funds and 25% out of Fresh Success funds.  
2019-20 staff was paid 70% out of CalWORKs funds and 30% out of Fresh Success funds.

## Program Productivity

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Program Productivity Measurements

Determine the number of students you assist annually. Using the data provided by the business office, calculate your average cost effectiveness per student. **If you do not have student contact, please fill out Total allocated budget and Total spending.**

- **2019 - 20**

**Total Number of student contacts**

120

**Total allocated budget**

326319.000

**Total spending**

326319.000

**Total cost per student (Student Contact/ Total Spending)**

2719.32

- **2018 - 19**

**Total Number of student contacts**

147

**Total allocated budget**

322516.000

**Total spending**

322516.000

**Total cost per student (Student Contact/ Total Spending)**

2193.98

- **2017 - 18**

**Total Number of student contacts**

122

**Total allocated budget**

314192.000

**Total spending**

314192.000

**Total cost per student (Student Contact/ Total Spending)**

2575.34

**Year and Student count**

Year:2017 Count:122

Year:2018 Count:147

Year:2019 Count:120

## Evaluation of Resource Allocations

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List the resource allocations from all sources (e.g., annual college budget request appropriations, Guided Pathways funds, grant funds, etc.) received in the last three years. For annual college budget request appropriations, reference your previous three-year plan and annual updates.

Please evaluate the effectiveness of the resources utilized for your program. How did these resources help student success and completion? For college budget request appropriations, list the result of the evaluation strategy outlined in your previous three-year plan and annual updates. For all other sources of funding, list the results of the evaluation strategy contained within the program or grant plan.

Did you receive additional funds?

Yes

Resource Allocation

1. **\$264535**

**Funding Source**

Grant

**Academic Year**

2017-18

**Purpose of Funding**

Santa Clara & San Benito Liaison & Subsidized Employment Contracts

**Result**

Funding renewed

2. **300546.77**

**Funding Source**

Grant

**Academic Year**

2018-19

**Purpose of Funding**

SCC/SBC liaison & subsidized employment contracts

**Result**

Funding renewed

3. **290679.86**

**Funding Source**

Grant

**Academic Year**

2019-20

**Purpose of Funding**

SBC/SCC liaison & subsidized employment contracts

**Result**

Funding renewed

## Integrated Planning and Initiatives

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What other areas is your program partnering with (i.e. guided pathways, grant collaboration) in new ventures to improve student success at Gavilan College? What is the focus of this collaboration? Helpful question: What are the department and your Integrated Planning/ Guided Pathways partners' plans for the next three years (200 words or less)?

- Financial Aid ensuring direct aid to students is included in their financial aid package including subsidized employment, grants, gas and meal cards.
- Onboarding and matriculation assistance for all FS students.
- EOPS/CARE to provide eligibility verifications, ensure that services are not duplicated, and streamline case management.
- Community Education Career Ed programs by streamlining enrollment processes.
- Fresh Success to assist timed out students with the ability to transition.
- Guided Pathways, Measure X planning, Business Services providing input around student needs & processes related to serving non-traditional students.
- Career Center through the career fair as well as sharing student friendly employment information.
- AEC through case management of shared students, services, and resources.

- Basic Needs information sharing accross campus through college wide presentations.
- Welcome Center student workers.
- Business office student payroll and access to direct services such as gas and meal cards.

CalWORKs will continue to nurture these relationships and build new ones as needed.

## Other Opportunities and Threats

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**Review for opportunities or threats to your program, or an analysis of important subgroups of the college population you serve. Examples may include environmental scans from the Educational Master Plan (<http://www.gavilan.edu/administration/budget/EducationMasterPlanFlipbook.php>), changes in matriculation or articulation, student population, community and/ or labor market changes, etc. Helpful Question: What are the departmental plans for the next three years (200 words or less)?**

The CalWORKs program serves students from within and outside of our service area providing opportunity to increase the number of students served and challenges to staff since the program requires some level of collaboration from counties in which students receive benefits from. This requires staff to be vigilant and well informed in effort to ensure that students are accurately and timely served. CalWORKs enrollment follows economic trends since this program serves low income and mostly unemployed, we see our highest number of students served during an economic downturn. Currently students may have up to 48 months to receive assistance, this will increase to 60 months in 2022. Looking ahead we anticipate seeing an influx of students coming to Gavilan College through the CalWORKs program for the following reasons, (a) current flexibility will dissolve once the pandemic is under control and CalWORKs participants will need to engage in an approved activity, education being a critical point of entry into the workforce, (b) increase in time on aid will allow timed out participants to resume aid and attached benefits including access to higher education (c) the economic recovery will take time resulting in more families leaning on public assistance to get by. As a result, we intend to maintain our current funding levels by continuing to closely partner with both San Benito and Santa Clara Counties, increasing subsidized employment opportunities to help offset cost of living for CalWORKs students, and continuing to assess students' needs and use current funding to meet those needs including direct aid to students as well as intense case management practices which we currently employ. These efforts are intended to increase persistence, completion and employment rates of CalWORKs students.

## Additional Questions

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**Please consider providing answers to the following questions. While these are optional, they provide crucial information about your equity efforts, training, classified professional support, and recruitment.**

**1. Does your division (or program) provide any training/mentoring for faculty and/ or classified professionals regarding professional development?**

Yes, the CalWORKs Association holds an annual training once a year that is specific to California Community Colleges CalWORKs programs. For the past three years this training has been available to all CalWORKs staff to attend. Further, classified and faculty are welcome to take advantage of other regional and/or statewide trainings that are specific to their roles.

**2. If there is a need for more faculty and/ or classified professional support in your area, please provide data to justify request. Indicate how it would support the college mission and college goals for success and completion.**

N/A

**3. What, if anything, is your program doing to assist the District in attracting and retaining faculty and classified professionals who are sensitive to, and knowledgeable of, the needs of our continually changing constituencies, and reflect the make-up of our student body?**

CalWORKs classified and faculty have all been in their current positions for at least three years, each have had the opportunity to sit on hiring committees. The CalWORKs Supervisor is a member of the EEO committee providing input on college wide hiring practices and training around diversity and equity. The CalWORKs subsidized employment program provides students to work in various on campus departments of which several have become permanent employees of the district. For example, three of the four CalWORKs personnel are all Gavilan College CalWORKs alumni's.

**4. Are there program accomplishments/ milestones that have not been mentioned that you would like to highlight?**

- Increase in San Benito County contract funding.
- Permanent hire of our full time Office Assistant.

**Please share any recommendations for improvements in the Program Integrated Plan and Review process, analysis, and questions. Your comments will be helpful to the PIPR Committee and will become part of the permanent review record.**

The process was pretty smooth with the exception of not having some data readily available for various reasons. It would be helpful if we could get persistence, retention, and completion data for each of our programs as the start of the PIPR process. It took me a while to access data in GavData that made any sense. Also, it would be great if we could get financial reports from the business office so that we didn't have to calculate each year's budgets manually, especially since I manage multiple budgets. This would have allowed me to spend more time in assessing the data and writing my report.

## Goals

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Three-Year Program Plan Goal Setting Worksheet

- 1. 95% of CalWORKs students will develop a comprehensive ed-plan and complete the program orientation by the end of their first semester.**

**Connection of Goal to Mission Statement, Strategic Plan**

**([http://www.gavilan.edu/administration/master\\_plan/docs/SP\\_GoalsStrategiesDraft-final.pdf](http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf)) and SAO Results**



Mission statement: transfer pathways, career and technical education, developmental education, and support services prepare students for success. Strategic Plan: Strategy 1 and 2

**Proposed Activity to Achieve Goal\*\***

Timely nudges and tracking of both ed-plan development and orientation completion.

**Responsible Party**

All CalWORKs staff

**Fund amount requested. If a collaboration, what % required from each partner?**

None

**Total Three Year Resource Allocation Request**

0

**Timeline to Completion Month / Year**

May 2022

**How Will You Evaluate Whether You Achieved Your Goal**

We will use canvas to track program orientation completion and student files for comprehensive ed-plan development.

**2. 80% of CalWORKs students will develop a resume prior to completing their educational goal at Gavilan College**

**Connection of Goal to Mission Statement, Strategic Plan**

([http://www.gavilan.edu/administration/master\\_plan/docs/SP\\_GoalsStrategiesDraft-final.pdf](http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf)) and SAO Results

This goal is directly aligned with the colleges strategic plan to improve employment, it aligns with the instituonal learning outcome of cultivate well being, and supports the mission statement enriching students of all backgrounds and abilities to build their full academic, social, and economic potential.

**Proposed Activity to Achieve Goal\*\***

One on one and group resume writing assistance opportunities each term.

**Responsible Party**

All CalWORKs staff

**Fund amount requested. If a collaboration, what % required from each partner?**

None

**Total Three Year Resource Allocation Request**

0

**Timeline to Completion Month / Year**

May 2022

**How Will You Evaluate Whether You Achieved Your Goal**

Tracking the number of completed resumes each term in Canvas.

## Executive Summary

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**Please provide a brief executive summary regarding program trends and highlights that surfaced in the writing of this report. Summarize, using narrative, your program goals for your next three years. Your audience will be your Peer Review Team, the PIPR Committee, President's Cabinet, Dean's Council, ASGC, Academic Senate, Budget Committee and Board of Trustees (300 words or less).**

The CalWORKs mission is to lift families out of poverty through education. CalWORKs serves students and their families by providing year round activities and services including educational and career opportunities combined with effective academic support services that enable them to complete their educational goals, find meaningful employment, and successfully transition into the workforce. Services provided by the CalWORKs program include both academic and personal counseling, job development and placement, workshops, referrals to college and community programs, advocacy, need based grants, and case management . The program collaborates with Santa Clara County's Employment Services Department and San Benito County Health & Human Services Department in ensuring CalWORKs students have access to available county services. The program contributes towards meeting the College's strategic planning goals of student equity and success.

Over the last three years the unduplicated number of students served has fluxuated between 120-147 students. The number of students served can be attributed to the changing economy as well as legislative changes to various participation requiremnts within the states CalWORKs program. The CalWORKs program is unique in that we are able to serve credit, non-credit and community education programs and courses. Additionally, the CalWORKs program staff is shared between the Fresh Success program, the Food Pantry, and Trade Adjustment Assistance (TAA) students.

## Attach Files

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Attached File

Gavilan College Community Ed Matrix CWKS 2020.pdf (/Form/Module/\_DownloadFile/38/44788?fileId=39)

CalWORKS Final exp 6.30.2021.pdf (/Form/Module/\_DownloadFile/38/44788?fileId=49)

4.EXHIBIT\_A\_Program\_Provisions\_GAV\_FY21.docx.pdf (/Form/Module/\_DownloadFile/38/44788?fileId=50)

5.EXHIBIT\_B\_Work\_Plan\_Gav\_FY21.docx.pdf (/Form/Module/\_DownloadFile/38/44788?fileId=51)

6.EXHIBIT\_C\_Budget\_Gav\_FY21\_vF3.doc.pdf (/Form/Module/\_DownloadFile/38/44788?fileId=52)