



EMP Update Presentation- External Scan

April 6, 2022

Summary: EMP Approach

- Introduction
- College Overview and Planning
- **External Scan**
- Internal Scan
- Institutional Effectiveness
- Opportunities for the Future
- Goals and Objectives
- Projections for the Future



Timeline & Milestones

Phases and Tasks	Feb	Mar	April	May	Jun	Jul	Aug	Sep	Oct
Phase 1									
Kickoff meeting with SPC/Budget Committee	X								
Overview, History		X							
College Planning		X							
Employee and Student Survey		X							
Forecast future growth			X						
Assess space requirements			X						
Translation space needs			X						
Phase 2									
Division questionnaire		X							
Division interviews		X							
Environmental Scan		X							
Labor market analysis				X					
Phase 3									
Institutional effectiveness			X						
Goal setting with SPC			X						
Draft plan review with SPC & post to Intranet			X	X	X			X	
Refine draft						X			
Phase 4									
Post revised plan to web							X		
Presentation at college opening day							X		
Phase 5									
Finalize campus inputs								X	
Final presentation to Board									X

External Scan

- ▶ College in context
- ▶ Economy and employment
- ▶ Higher education policy
- ▶ Population Served

College in Context

- ▶ 1,945 square miles, three locations, some brick & mortar competitors
- ▶ Commuting outside the City to work
 - ▶ 70% workers in Lancaster commute
 - ▶ 85% workers in Palmdale commute
- ▶ Migration in and out
 - ▶ 95% of the students live in the District (fall terms 2010-2020)
 - ▶ An average of 4,000 residents of the District are enrolled in another college (fall terms 2014-2020)

AVC Residents Attending Other Colleges (fall terms)

Fall Term Headcount of AVC Residents Attending Elsewhere

College	2014	2015	2016	2017	2018	2019	2020	Total	Average
Canyons	1,958	1,977	2,031	1,904	1,760	1,629	1,535	12,794	1,828
LA Pierce	241	218	189	177	168	155	163	1,311	187
East LA	90	104	104	157	183	202	204	1,044	149
LA Mission	137	149	144	158	177	138	135	1,038	148
Cerro Coso	107	97	128	136	109	100	139	816	117
LA Valley	103	119	116	115	109	106	120	788	113
Santiago Canyon	80	72	130	117	110	110	148	767	110
Coastline	67	118	116	125	119	128	88	761	109
Pasadena	118	106	94	98	94	105	112	727	104



Economy and Employment

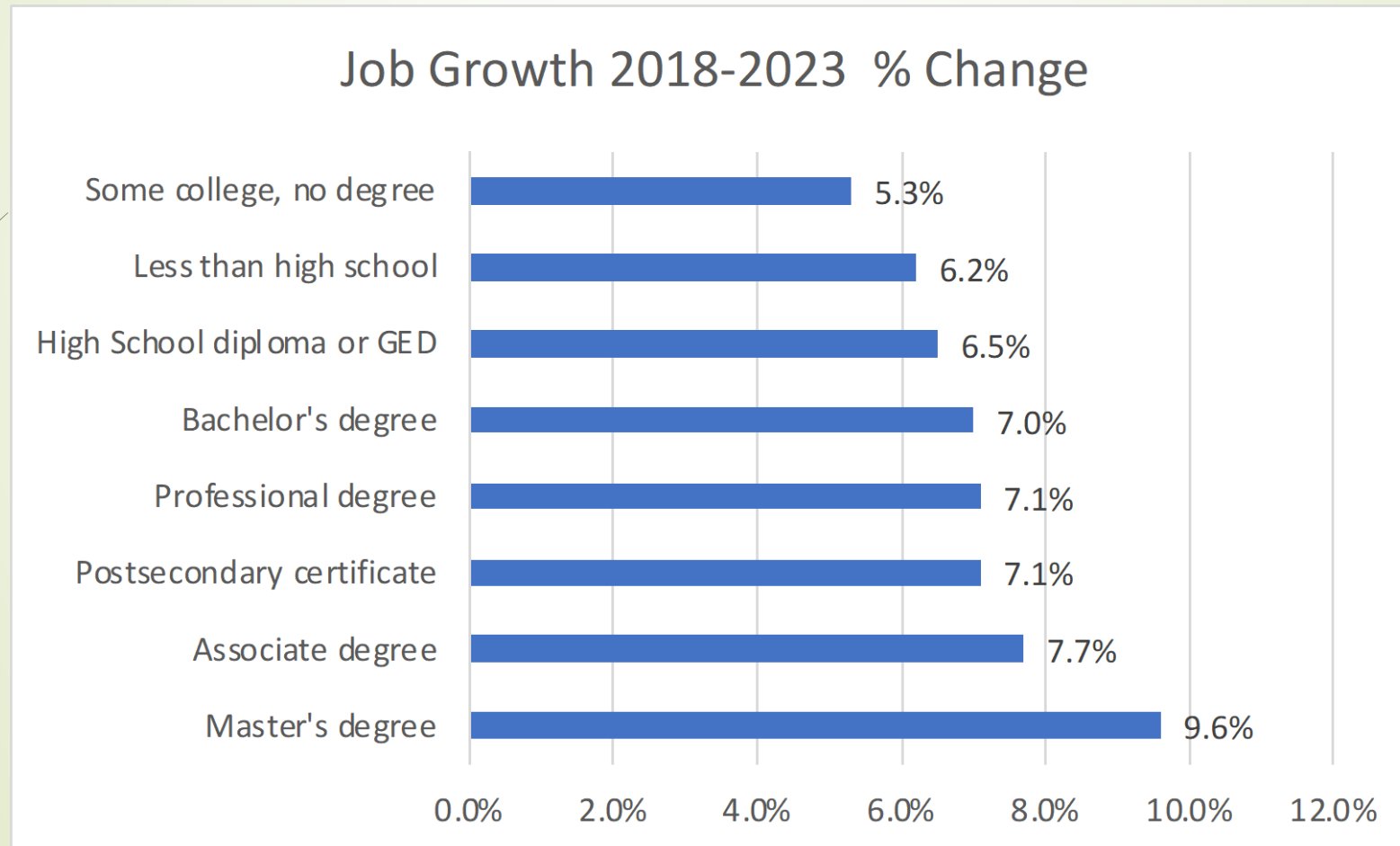
- ▶ COVID and the Great Resignation
 - ▶ How much future work will be done remotely?
 - ▶ Increased wages (and inflation)
- ▶ Over last nine years, unemployment rate in District cities higher than Kern or LA County
- ▶ Self-Sufficiency

Self-Sufficiency Standard	Self-Sufficiency Analysis									
	1 Adult		2 Adults 1 Preschooler		2 Adults 2 Preschoolers		2 Adults 1 Schoolager		2 Adults 2 Schoolagers	
	Kern	Los Angeles	Kern	Los Angeles	Kern	Los Angeles	Kern	Los Angeles	Kern	Los Angeles
Hourly Wage (per Adult)	\$10.76	\$18.10	\$13.42	\$19.87	\$17.06	\$25.87	\$12.53	\$18.37	\$15.26	\$22.58
Monthly Wage	\$1,890	\$3,185	\$4,723	\$6,993	\$6,006	\$9,108	\$4,410	\$6,467	\$5,372	\$7,947
Annual Wage	\$22,732	\$38,217	\$56,671	\$83,915	\$72,070	\$109,294	\$52,921	\$77,609	\$64,461	\$95,358

Projected Employment 2018-2028

- ▶ Los Angeles County
 - ▶ 8% increase in jobs
 - ▶ Healthcare, professional & business services, leisure & hospitality, construction
- ▶ Kern County
 - ▶ 9.4% increase in jobs
 - ▶ Healthcare, professional and business services, construction, trade/transportation/utilities
- ▶ Antelope Valley Economic Development & Growth Enterprise (AVEDGE)
 - ▶ High tech manufacturing, transportation & logistics, renewable energy, construction & housing, recreation/tourism/filmmaking, agriculture

Southern California Five-County Region Job Growth 2018-2023



Implications

- ▶ Carefully consider AVCs future in online instruction in order to complete
- ▶ Need enticements to enroll
- ▶ Future state workforce needs by 2030*
 - ▶ 1.1 million more graduates with bachelor's degrees
 - ▶ 1.4 million with more than high school but less than bachelor's degree
- ▶ How to expand health care program enrollments

Projection from the Public Policy Institute of California, 2015

Higher Education Policy

- Vision for Success
- Guided Pathways
- AB 705
- California Promise Program (AB19)
- Student Equity and Achievement (SEA)
- Student Centered Funding Formula
- Dual Enrollment (AB288)
- Call to Action for Diversity, Equity, Inclusion
- Student Basic Needs

Implications

- ▶ Continue to work on efforts to help students complete
 - ▶ See institutional effectiveness material
- ▶ Adult education collaboration- Regional Consortium
- ▶ CTE pathways with AVUHSD
- ▶ Career Development and College Preparation (CDCP)

Participation by City

City	Fall 2010 to 2019 Headcounts				Fall Headcounts		Fall 2010 vs. Fall 2019		
	Average	Total	%*	%**	2010	2019	# Change	% Change	Annual % Change
Lancaster	6,968	69,676	48.6%	51.1%	7,100	6,738	-362	-5.1%	-0.6%
Palmdale	5,614	56,137	39.2%	41.2%	5,547	5,756	209	3.8%	0.4%
Rosamond	543	5,426	3.8%	4.0%	572	498	-74	-12.9%	-1.4%
Littlerock	347	3,465	2.4%	2.5%	390	338	-52	-13.3%	-1.5%
Acton	60	598	0.4%	0.4%	84	42	-42	-50.0%	-5.6%
Lake Hughes	49	487	0.3%	0.4%	65	48	-17	-26.2%	-2.9%
Pearblossom	42	421	0.3%	0.3%	57	35	-22	-38.6%	-4.3%
Llano	10	96	0.1%	0.1%	12	5	-7	-58.3%	-6.5%
Total		136,306	95.1%		13,827	13,460	-367	-2.7%	-0.3%

*% of all students from all zips

**% of in-district students only

Participation Rate Trends

AVC Counts	Participation Rate: AVC Annual Headcount and Adult Population										2010 vs. 2019	
Adults	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	Average	Change in %
Ratios	7.7%	7.4%	7.1%	7.4%	7.5%	7.3%	7.1%	7.2%	7.2%	7.2%	7.3%	-0.4%

Variable	Census Data		Annual	
	2000	2010	% Change	% Change
Population	308,345	392,305	27.2%	2.7%

	2010	2021	% Change	% Change
Population	392,305	411,868	5.0%	0.5%

	2021	2026	% Change	% Change
Population	411,868	415,738	0.9%	0.2%

Education Level	2021 Estimate	
	Number	Percent
High School Diploma or Less Than High School		
Lancaster	35,324	33.2%
Palmdale	119,047	47.7%
Rosamond	6,366	48.0%
Some College, No Degree		
Lancaster	23,940	22.5%
Palmdale	23,988	24.4%
Rosamond	65,446	24.9%

Educational Attainment

(ages 25 or older)

English Language Learners

Language Spoken	Ages and Percent of Population Age 5+						All Ages		Age 18 to 65+	
	5-17	% of City Total	18-64	% of City Total	65+	% of City Total	Total	% of City	# by City	% of City
<i>Speaks English, But Not Well/Another Language</i>										
<i>District-wide Totals by Age</i>										
	600	0.2%	16,329	5.0%	5,110	1.6%	<i>(% of 323,495 age 5+)</i>			
<i>Speaks English, But Not Well/Another Language Totals by City and Age:</i>										
Lancaster	154	0.1%	4,763	3.0%	1,906	1.2%	6,823	4.3%	6,669	4.2%
Palmdale	438	0.3%	10,604	7.4%	3,042	2.1%	14,084	9.8%	13,646	9.5%
Rosamond	8	0.04%	962	4.7%	162	0.8%	1,132	5.6%	1,124	5.5%
	<i>Totals</i>						22,039	19.6%	21,439	19.2%

High School vs. College Age Population Projections

Age	2010		2021		2026		2021 to 2026	
	Total=	%	Total=	%	Total=	%	Nbr. Change	Change in %
15	7,582	1.9%	5,801	1.4%	5,692	1.4%		
16	7,873	2.0%	5,822	1.4%	5,665	1.4%		
17	8,007	2.0%	5,913	1.4%	5,717	1.4%		
High School Age								
15 to 17	23,462	6.0%	17,536	4.3%	17,074	4.1%	-462	-1.9%
College Age								
18 to 24	43,998	11.2%	42,896	10.4%	37,352	9.0%	-5,544	-2.3%

High School Average Yields

District	High School	Four-Yr Avg Yield
Antelope Valley Union HS District	Lancaster High, Lancaster	33.4%
Antelope Valley Union HS District	Quartz Hill High, Quartz Hill	32.0%
Palmdale Elementary	Palmdale Aerospace Academy, Palmdale	31.9%
Antelope Valley Union HS District	Highland High, Palmdale	31.0%
Antelope Valley Union HS District	Eastside High, Lancaster	30.3%
Antelope Valley Union HS District	William J. (Pete) Knight High, Palmdale	30.3%
Antelope Valley Union HS District	Antelope Valley High, Lancaster	30.1%
Antelope Valley Union HS District	Palmdale High, Palmdale	27.0%
Antelope Valley Union HS District	Littlerock High, Littlerock	26.9%
Antelope Valley Union HS District	R. Rex Parris High, Palmdale	14.9%
Antelope Valley Union HS District	Desert Winds Continuation High, Lancaster	11.4%
Southern Kern Unified School District	Rosamond High, Rosamond	10.7%
Antelope Valley Union HS District	Desert Sands Charter, Lancaster	6.9%
Palmdale Elementary	Antelope Valley Learning Academy, Palmdale	6.2%
Mojave Unified School District	California City High, California City	6.0%
Tehachapi Unified School District	Tehachapi High, Tehachapi	4.2%
	Average	25.9%

Implications

- ▶ The College will need to mount an aggressive outreach and recruitment effort to rebuild enrollments.
- ▶ Dural and concurrent enrollments are important, but do not neglect working adults.
- ▶ Consider increasing AVC presence in Palmdale and Rosamond where there is a high percentage of adults who completed high school or less
 - ▶ Consider expanding ESL offerings in the Palmdale area
- ▶ AVC should continue its successful efforts to enroll students from underrepresented groups



Suggestions or Questions