COLLEGE OF MARIN

DREAM. LEARN. ACHIEVE.

CAREER EDUCATION AND WORKFORCE DEVELOPMENT
PRAC PRESENTATION-SPRING 2022

AREA OVERVIEW
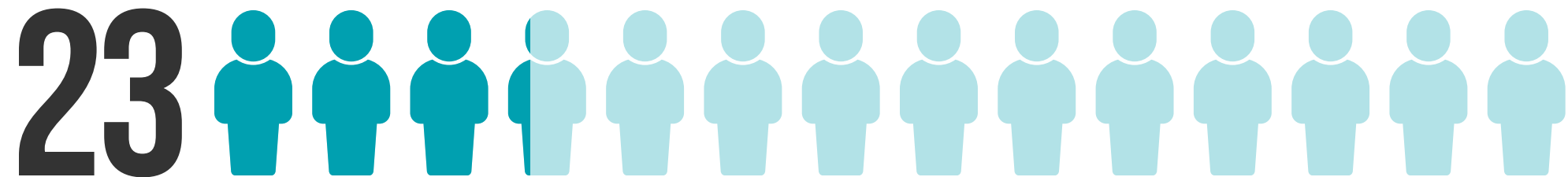
DIVISION OVERVIEW: 15 CAREER EDUCATION PROGRAMS

Annual Total Teaching Units: 681.65 and Total Chair and Coordinator Units: 39

38

Full Time Faculty: 9 (Includes One Department Chair)
Part Time Faculty: 29

23

Non Faculty-Administrators: 4
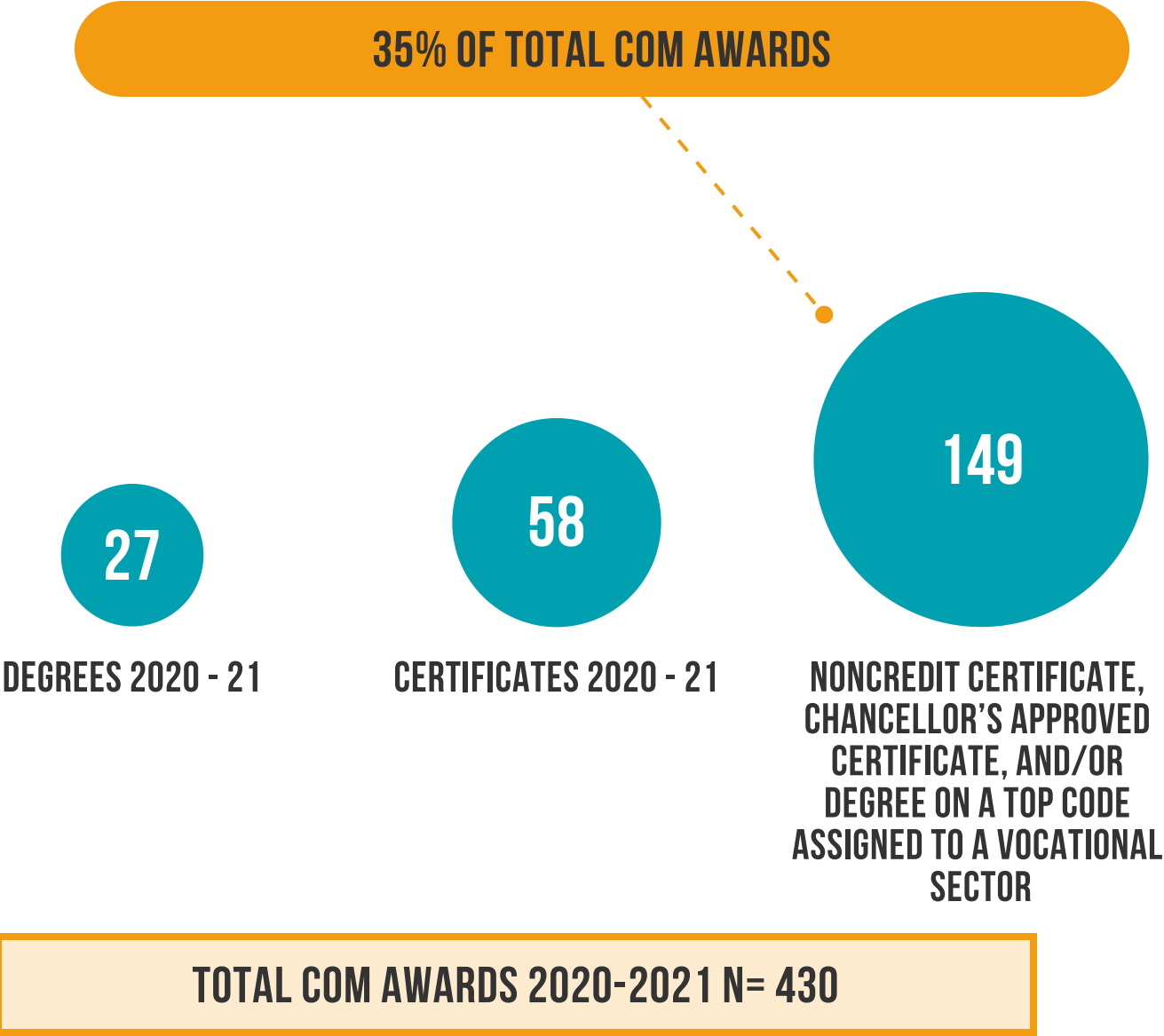Full Time Program Support: 3

Full Time Staff: 3
Part Time Program Support: 13

AREA OVERVIEW

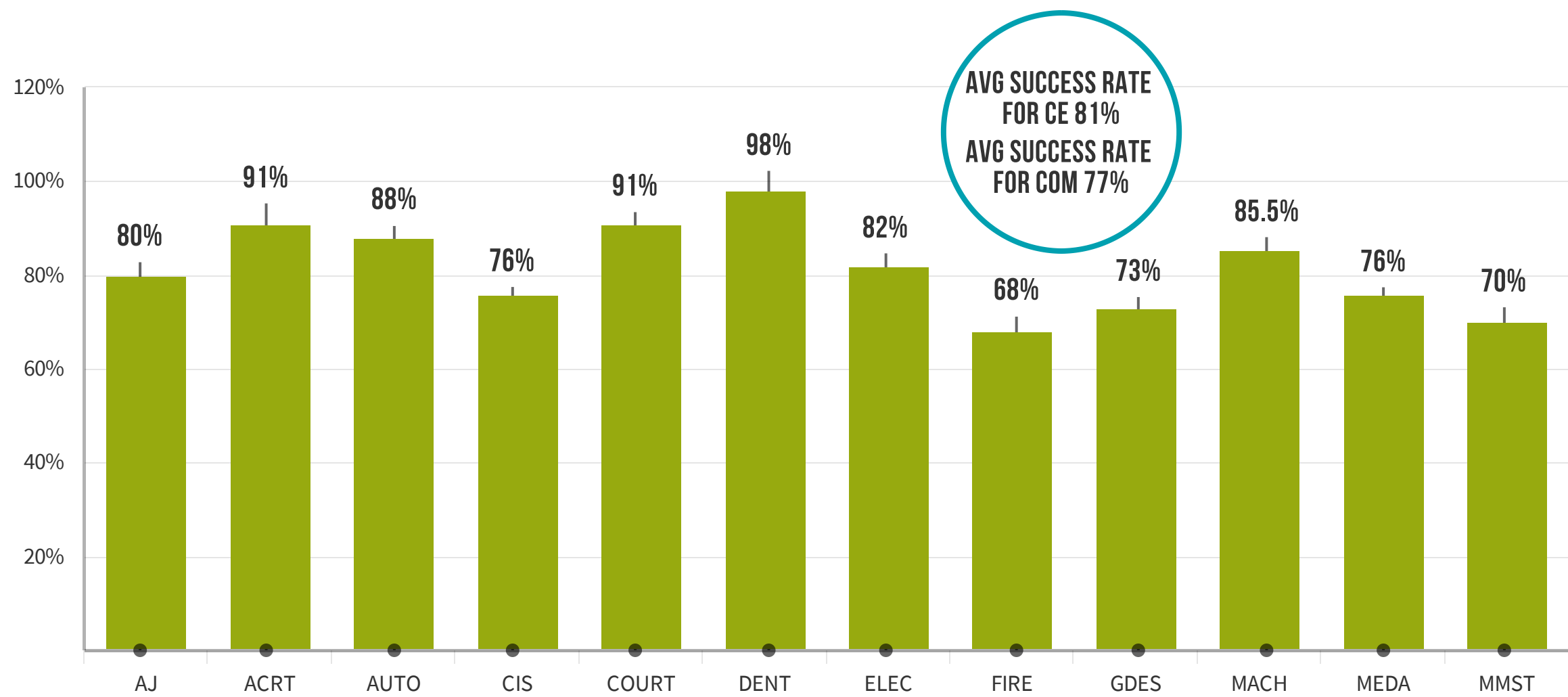|	ADMINISTRATORS	FACULTY	STAFF	TEACHING UNITS	COORDINATION UNITS
Career and Workforce Education	1 Dean, Director, Program Administrator	9 FT 29 PT	3 FT/2PT	645.45	39
Auto Collision and Repair (ACRT)		**1 FT - Chair 2 PT**	1 FT-Shared with AUTO	38.9	2
Court Reporting (COURT)		1 FT 4 PT	3 PT	86.05	6
Computer Info Systems CIS		5 PT	1 FT /1 PT	70.75	4
Automotive Technology (AUTO)		1 FT 2 PT		96.5	2
Machine Metals Technology (MACH)		1 FT	1 PT	58.7	0
Welding		2 PT		10.8	
Administration of Justice (AJ)		**4 Expedited PT**		31.9	0
Farm	1 FT Manager		1 FT/ 2 PT		
Graphic Design-Multi Media Studies		2 FT 2 PT		97.3	2
ELEC		1 PT		6.55	0
Fire Technology/EMT		3 PT	1-4 Hourly Lab Asst.	27.95	4
Dental Assisting		2 FT 1 PT	1 PT Instructional Specialist	73.25	6
Medical Assisting		1 FT 2 PT	1 PT Instructional Specialist	53.05	6
Vocational Construction		**3 Expedited PT**		13.95	

CAREER EDUCATION OUTCOMES

35% OF TOTAL COM AWARDS

27

DEGREES 2020 - 21

58

CERTIFICATES 2020 - 21

149

NONCREDIT CERTIFICATE, CHANCELLOR'S APPROVED CERTIFICATE, AND/OR DEGREE ON A TOP CODE ASSIGNED TO A VOCATIONAL SECTOR

TOTAL COM AWARDS 2020-2021 N= 430

COURSE COMPLETION

Success percentage average across academic years fall 2018-spring 2021 and across campuses and modalities.

AVG SUCCESS RATE
FOR CE 81%

AVG SUCCESS RATE
FOR COM 77%

	AJ	ACRT	AUTO	CIS	COURT	DENT	ELEC	FIRE	GDES	MACH	MEDA	MMST
	80%	91%	88%	76%	91%	98%	82%	68%	73%	85.5%	76%	70%

AVERAGE FOR TWO LARGEST REPRESENTED STUDENT GROUPS ACROSS ALL CAREER EDUCATION PROGRAMS

STUDENT DEMOGRAPHICS

Source: College of Marin Program Data 2018-2021 and COM Fast Facts 2020-2021

48%   **36%**   **30%**   **43%**

COM-WHITE   **CE-WHITE**   **COM-LATINX**   **CE-LATINX**
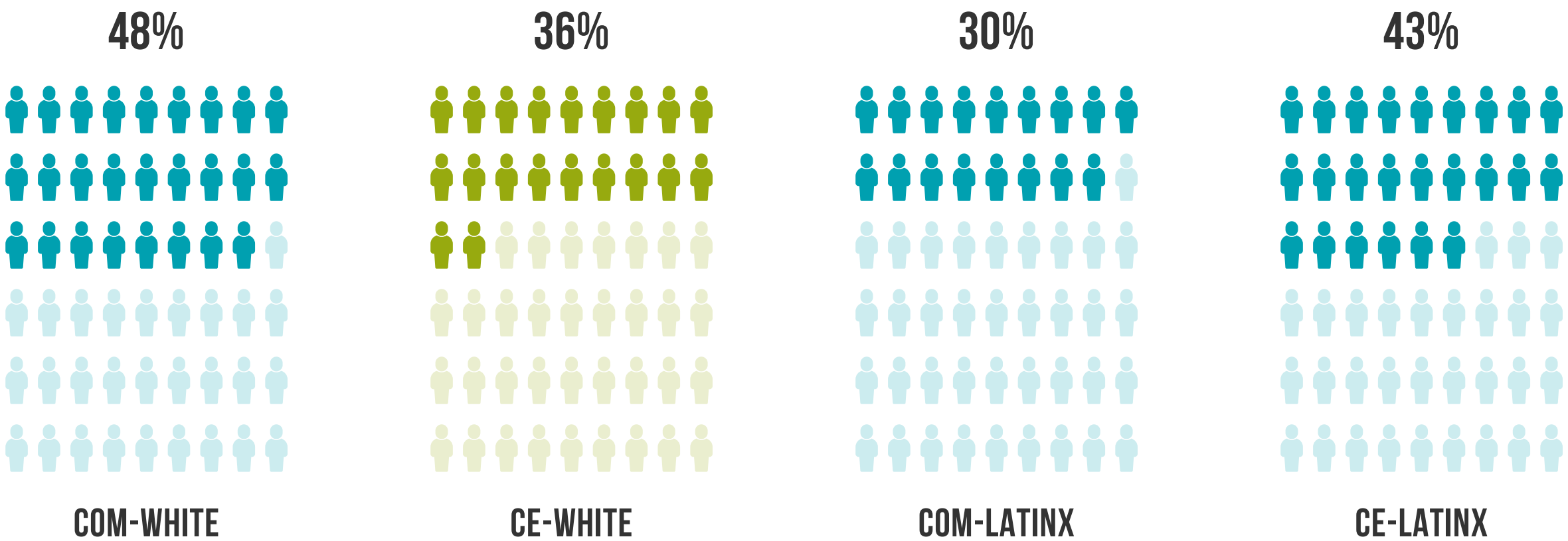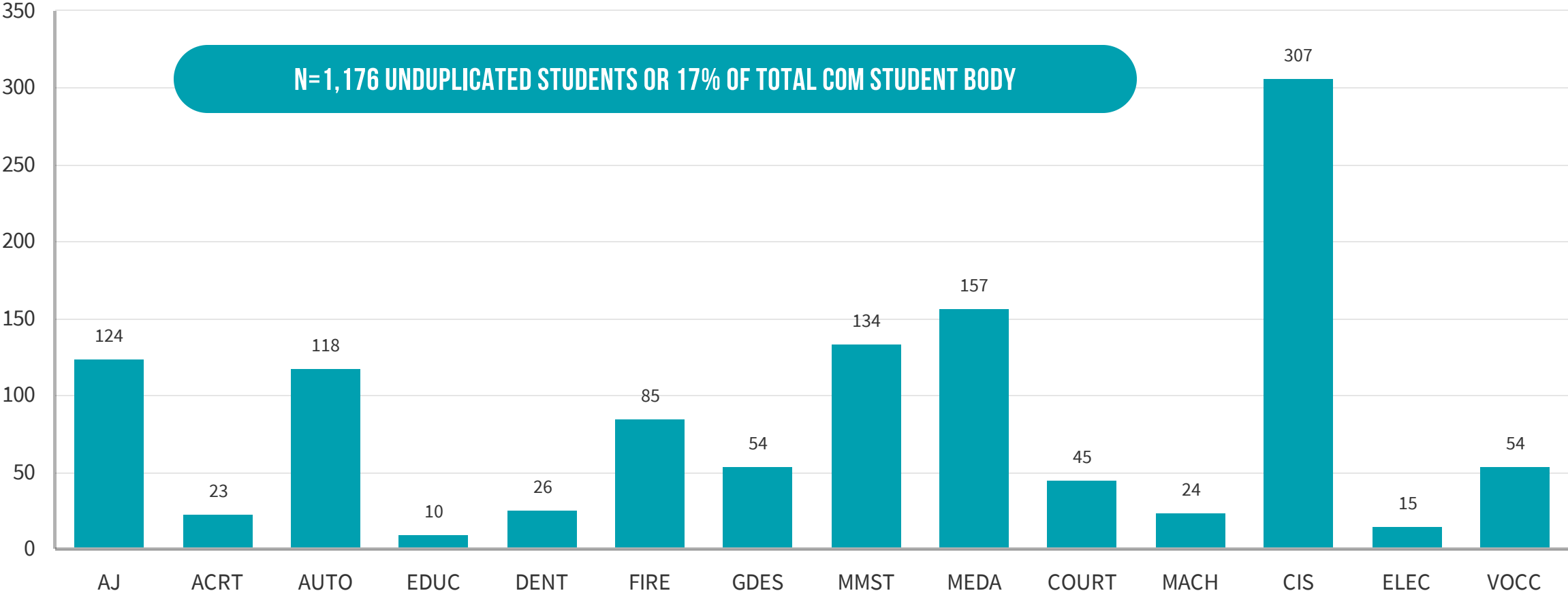
ENROLLMENT OVERVIEW

2018-2019 — 1,494

**2019-2020** — 1,507

2020-2021 — 1,122

19% OF TOTAL COLLEGE CREDIT ENROLLMENT 2017-2019

17% OF 2020-2021 ENROLLMENT

WORK EXPERIENCE, ELND, ECE, VOCC REMOVED FROM 2020-2021 COUNT OF N=1,122
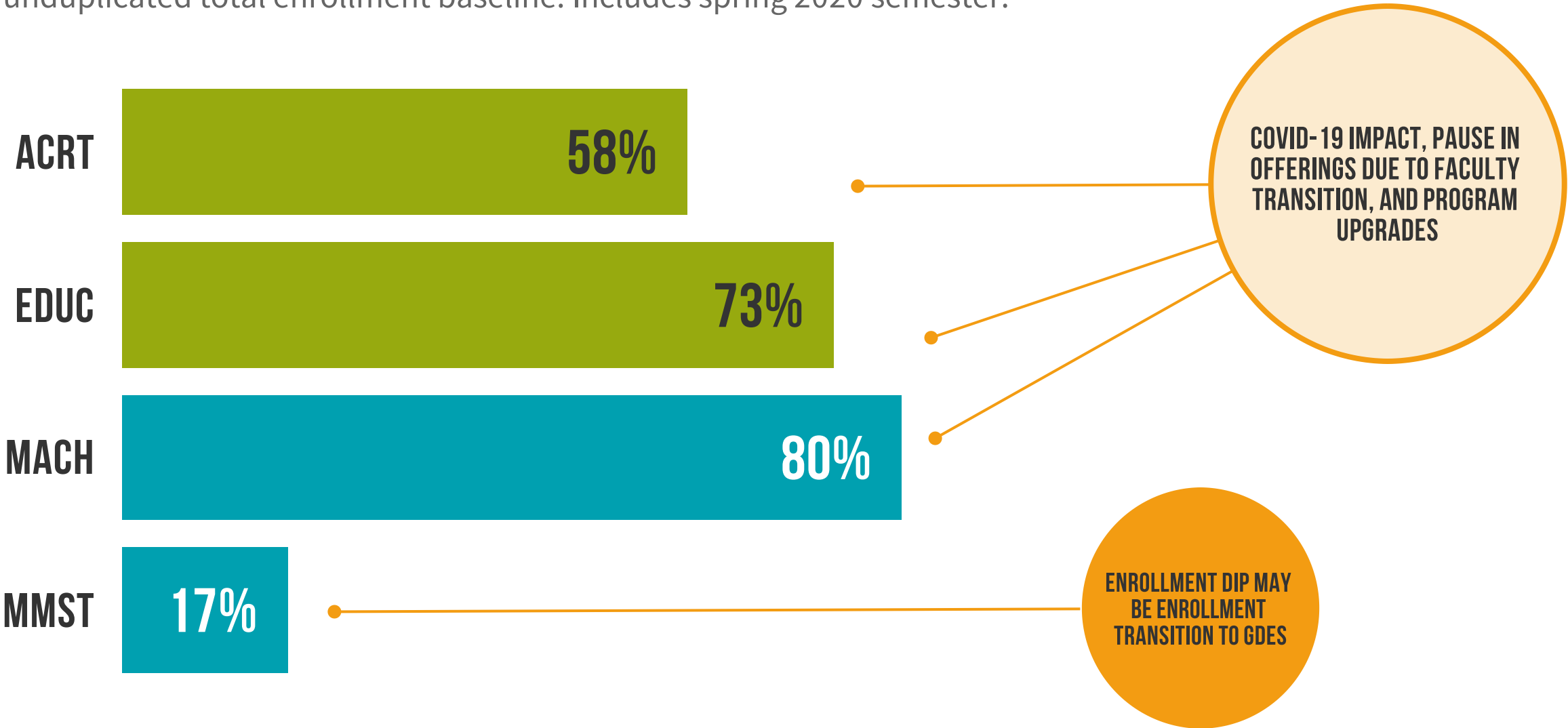
TREND LINES: ENROLLMENT GROWTH

Source: Program Review data 2018-2021. Growth defined as program enrollment increase from 2018 unduplicated total enrollment baseline. Includes spring 2020 semester.

2 PROGRAMS DEMONSTRATED GROWTH

COUR 36%

MEDA 20%
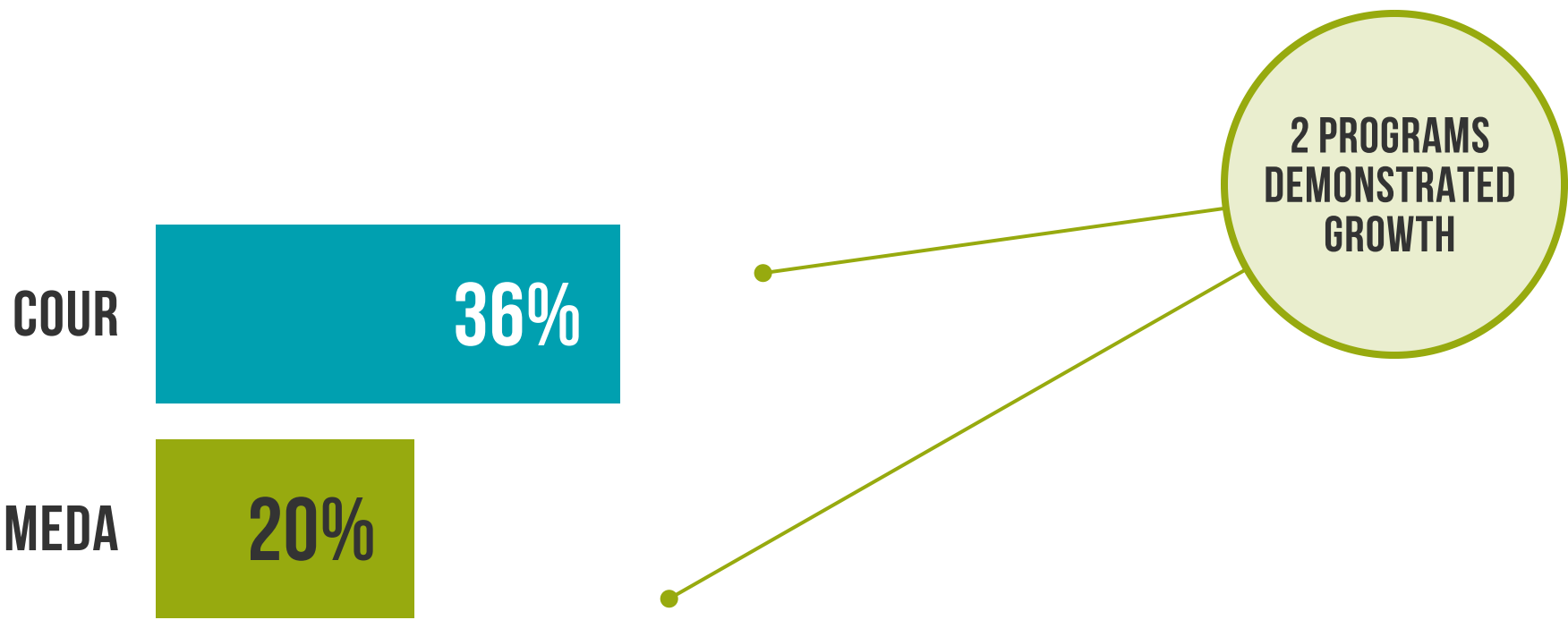
MOST PROGRAMS DEMONSTRATED FLAT OR NEGLIGIBLE ENROLLMENT INCREASE/ DECREASE

TREND LINES: ENROLLMENT DECLINES

Source: Program Review data 2018-2021. Decline defined as program enrollment decrease from 2018 unduplicated total enrollment baseline. Includes spring 2020 semester.
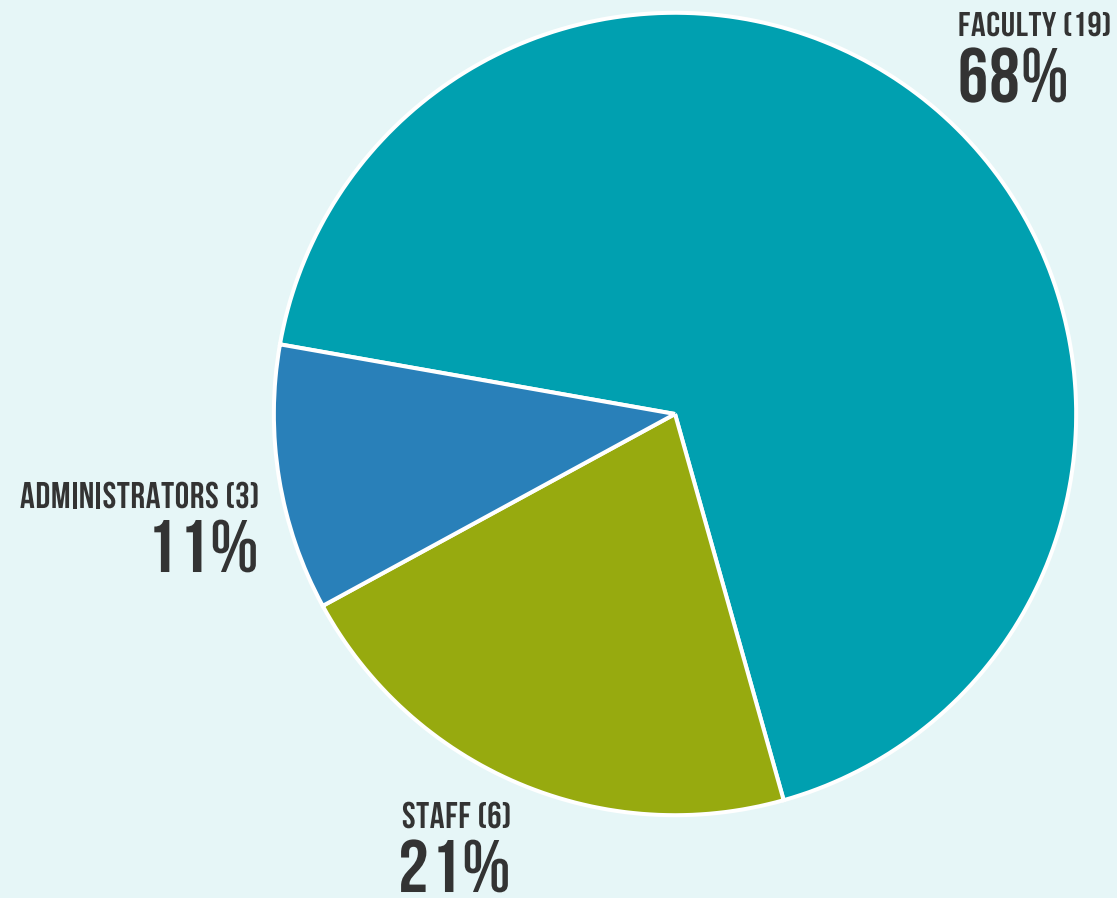
ACRT 58%

EDUC 73%

MACH 80%

MMST 17%

COVID-19 IMPACT, PAUSE IN OFFERINGS DUE TO FACULTY TRANSITION, AND PROGRAM UPGRADES

ENROLLMENT DIP MAY BE ENROLLMENT TRANSITION TO GDES

CAREER EDUCATION DIVISION FEEDBACK

Who responded?

53 SURVEYED
28 RESPONDED
53% RESPONSE RATE

CE FEEDBACK

FACULTY (19)
68%

ADMINISTRATORS (3)
11%

STAFF (6)
21%
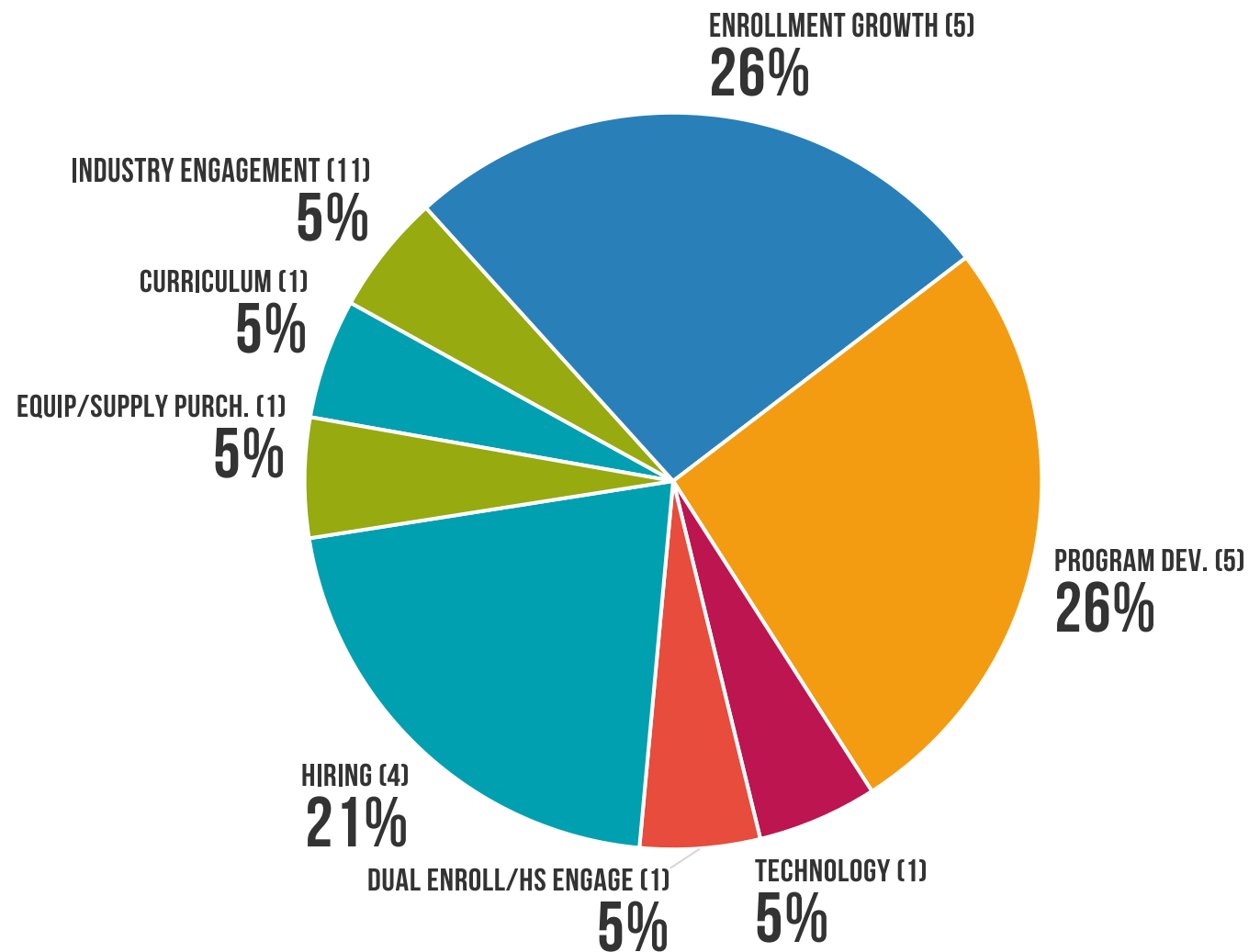
FIRST CHOICE PRIORITIES FOR 2022-2023

ENROLLMENT GROWTH, INDUSTRY ENGAGEMENT, PROGRAM DEVELOPMENT TOP PRIORITIES

● First Priority ● Second Priority ● Emerging Priority

Categories: Enrollment Growth, Industry Engagement, Program Dev., Pathway Map/Sequencing, Curriculum, Prof. Dev., Technology, Marketing, Industry Advisory Comm., Dual Enroll./HS Engagement, Hiring, Equipment/Supplies
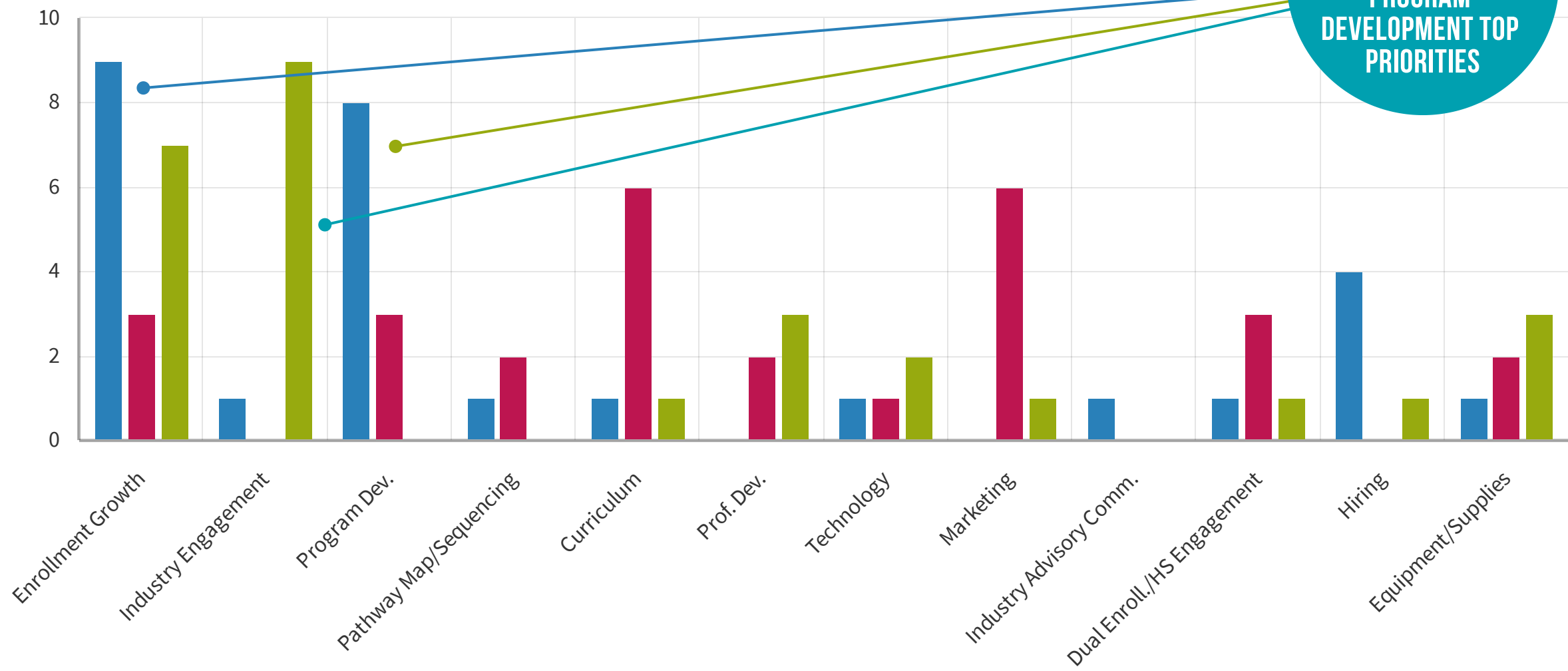
FACULTY ONLY RESPONSES: 58% OR 11 RESPONDENTS IDENTIFIED PATHWAY MAPS/SEQUENCING AS A SECOND CHOICE PRIORITY

INDUSTRY FEEDBACK

**66** NUMBER OF INDUSTRY PROFESSIONALS ENGAGED

3 ADVISORY COMMITTEES HELD; **5** SLATED SPANNING **11** EDUCATIONAL SECTORS

INDUSTRY

- New employees should have training first and come into a business with a serious approach in *dedication* to produce quality work.
- *Communication* and *problem solving* are the most valuable non-technical skills in demand.
- There is a great demand to hire *skilled*, entry level employees.
- **Cost of living**, **commutes** and **housing** are all factors contributing to lack of job applicants even while many positions pay at a livable wage rate with benefits.
- Increasing our **high school connections** is vital since many career training courses do not exist at the K-12 level.
- We need a local *paramedic program* with additional, perhaps alternative, funding to launch and support it.(Local Battalion Chiefs would like a Fire Academy.)
- **Digital marketing** is essential for businesses today and is in high demand. We hope community colleges will offer boot camps to *teach standard technology* to support this work, train the students prior to entering the workforce.
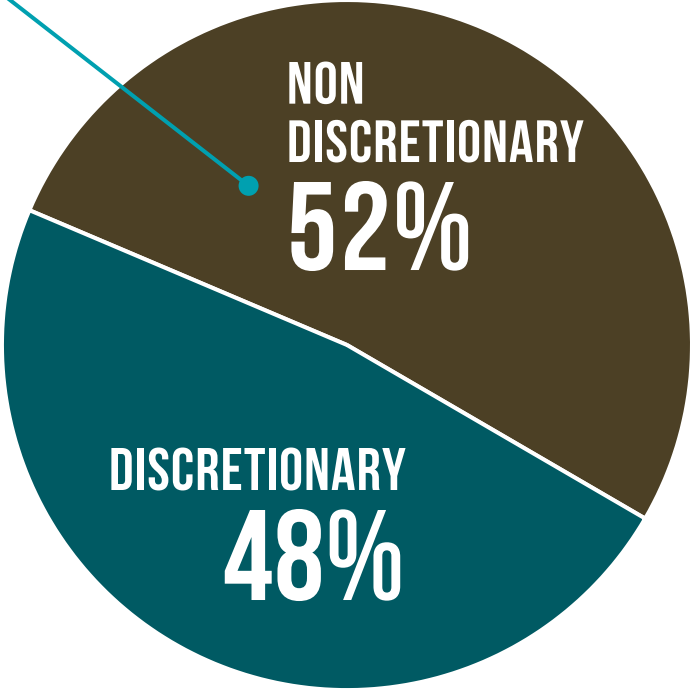
BUDGET OVERVIEW

BUDGET: DISTRICT FUNDS

UNRESTRICTED FUNDS

NON DISCRETIONARY
($2,497,548)
89%

DISCRETIONARY ($323,166)
11%
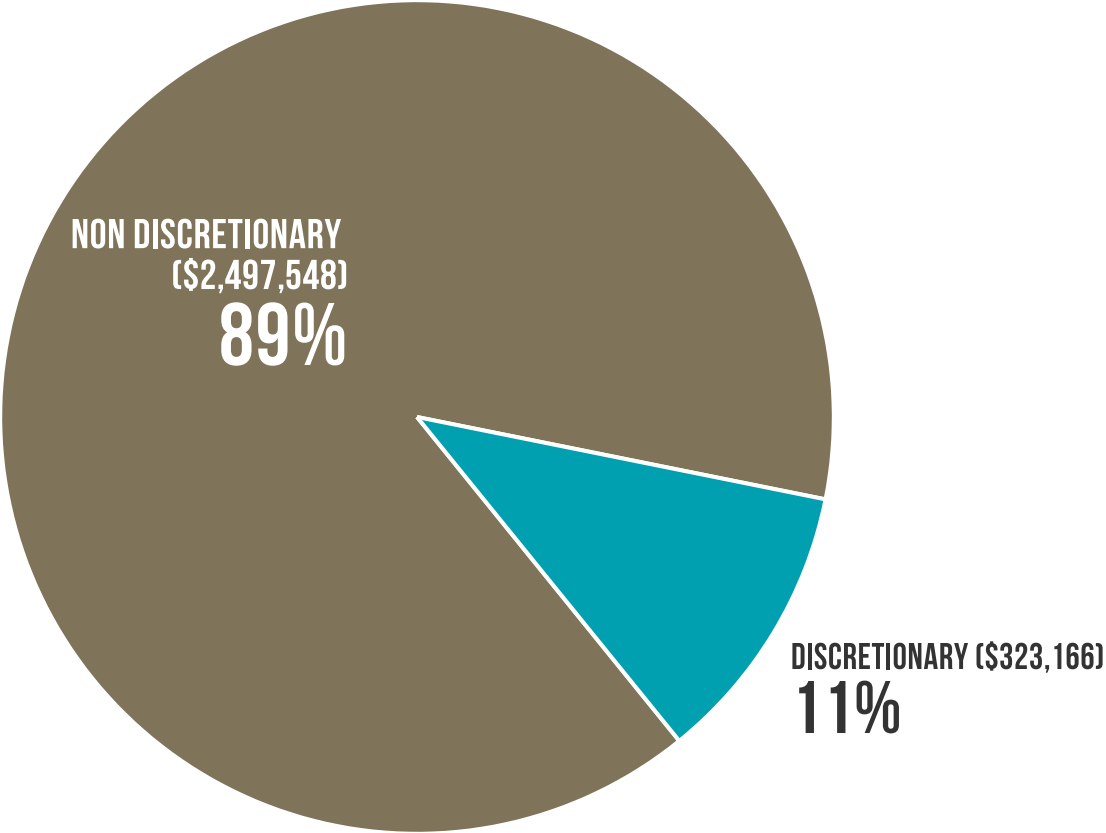
BUDGET: DISTRICT GRANT AND CATEGORICAL FUNDS

100% 1 FT DIRECTOR, 1 PROGRAM COORDINATOR, 1 WORKFORCE SPECIALIST, 50% CAREER SERVICES COORDINATOR, PT COUNSELING SUPPORT

STRONG WORKFORCE ($839,101)
73%

ADULT EDUCATION ($224,647)
19%

PERKINS ($92,885)
8%

NON DISCRETIONARY
52%

DISCRETIONARY
48%
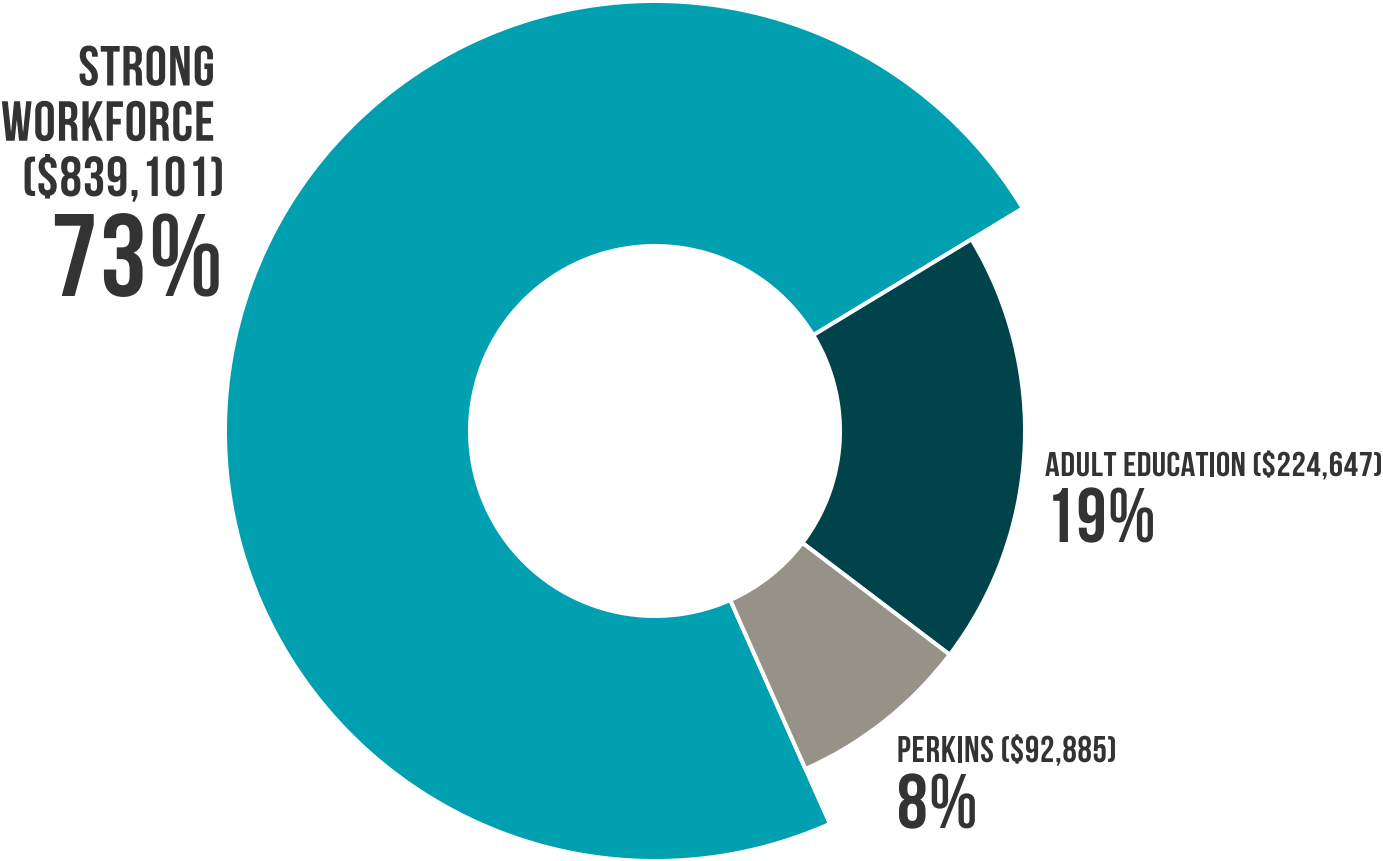
PROGRAM DISCUSSIONS & DIRECTIONS

HOW IS CAREER EDUCATION SUPPORTING COLLEGE GOALS AND PRIORITIES?

1 STUDENT ACCESS AND SUCCESS

2 EQUITY

3 INSTRUCTIONAL PROGRAMS

4 INDIAN VALLEY CAMPUS

5 COLLEGE SYSTEMS

6 COMMUNITY ENGAGEMENT AND RESPONSIVENESS

22,087
POUNDS OF PRODUCE
SOLD AND DONATED

12,530
HOURS OF ENGAGEMENT

FARM BY NUMBERS

21,266
PLANTS SOLD AND DONATED

1,417
POINTS OF CONTACT

ADVANCING COLLEGE GOALS: STUDENT ACCESS AND SUCCESS, EQUITY, IVC, INSTRUCTIONAL PROGRAMS, COMMUNITY ENGAGEMENT & RESPONSIVENESS

ORGANIC FARM ACTIVITIES OVERVIEW

CONTINUE

Plant Sales

CSA

Farmstand

E2C Support

HUM 101 Support

Work Study and Work Experience

MSEL and Tamiscal Internships

Flex Week Workshops

Compost Production

Environmental Data Collection and Analysis

Community Education Support

STRENGTHEN

Supporting COM classes/programs

Relationship with COM Learning Communities

Produce Access for COM Students

Partnership with High Schools

Dual Enrollment

Fundraising Opportunities

Community Education Engagement

Collaboration with Community Based Orgs

Partnership with Trek Winery and Other Local Restaurants

Hops Production

EXPLORE

Hemp Production Training

Expansion of Production Area

Sustainable Agriculture Course with Biology Dept

Summer Academies

Farm Internships for COM Students

Kids Cooking for Life Partnership

Grains, Grapes, Winemaking, Brewing

Extending Production Season

Building an Outdoor Learning Space

Solar Powered Tractor

Composting from Jonas Center Events

EDUCATION TO CAREERS (E2C) CONSTRUCTION PARTNERSHIP PROGAM: VOCC 100

2018-2021 Min Quals and Other Structural Barriers Prove Challenging to Equity Centered Staffing Efforts

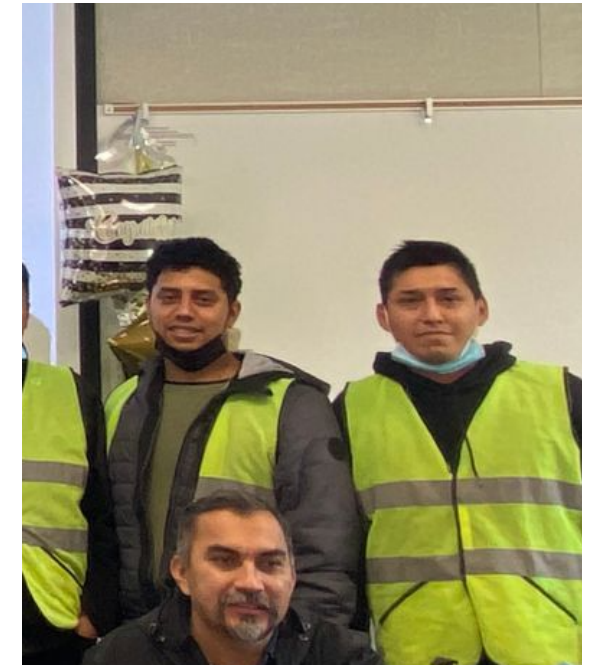**AVERAGE WAGE GROWTH: $18.40/HR TO $24**

6-months following completion

8 COHORTS; 137 STUDENTS SERVED

96% Latin-x cohorts to date

115 COMPLETIONS
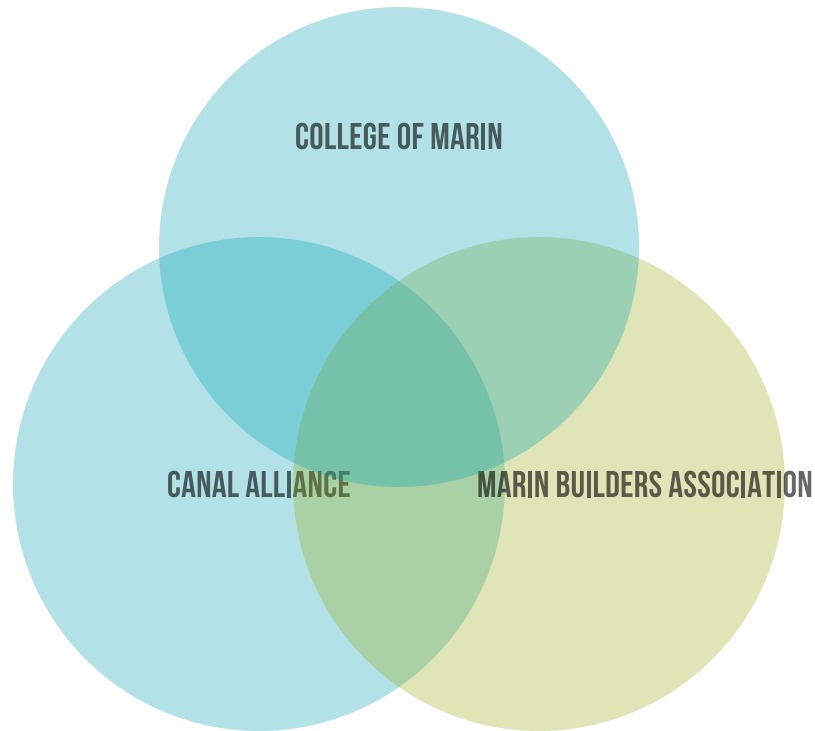
84% Success rate

96% ACHIEVED EMPLOYMENT GAINS

New job, a raise, or a promotion

THE E2C MODEL

Replication underway for Certified Nursing Assistant/Certified Home Health Aide, FIRE Foundry, and Other Emerging Program Areas to support College goals.

COLLEGE OF MARIN

CANAL ALLIANCE

MARIN BUILDERS ASSOCIATION

GOLDEN GATE TRANSIT

CNA/CHHA

FIRE FOUNDRY

COMMUNITY BASED ORGANIZATION PROVIDES WRAPAROUND SUPPORT
COLLEGE SERVES AS TRAINING ENTITY
INDUSTRY PARTNERS SUPPORT EMPLOYMENT PREP, CONNECTION , PLACEMENT

2021 SHORT TERM TRAINING PROGRAM OUTCOMES

14 CREDIT AND 5 NONCREDIT CLASSES LAUNCHED FOR 7 UNIQUE SKILLS CERTIFICATES

285 UNIQUE ENROLLMENTS IN CREDIT & NONCREDIT CLASSES; 208 COMPLETIONS

21 COM SKILLS CERTIFICATES AWARDED. 14 INDUSTRY CERTIFICATES AWARDED.

TOTAL COST USING SWP FUNDS = $160,874

MICROSOFT OFFICE SYSTEMS CERTIFICATION

Excel | Word | Powerpoint | Outlook | Access | MOS Master

1 RECOGNIZED WORLDWIDE AS A STATEMENT OF ACCOMPLISHMENT AND PROOF OF PROFICIENCY

2 OF 23 COM MOS CERTIFICATES AWARDEES, ALL REPORTED DIRECT EMPLOYMENT ADVANTAGE WITH CERTIFICATE
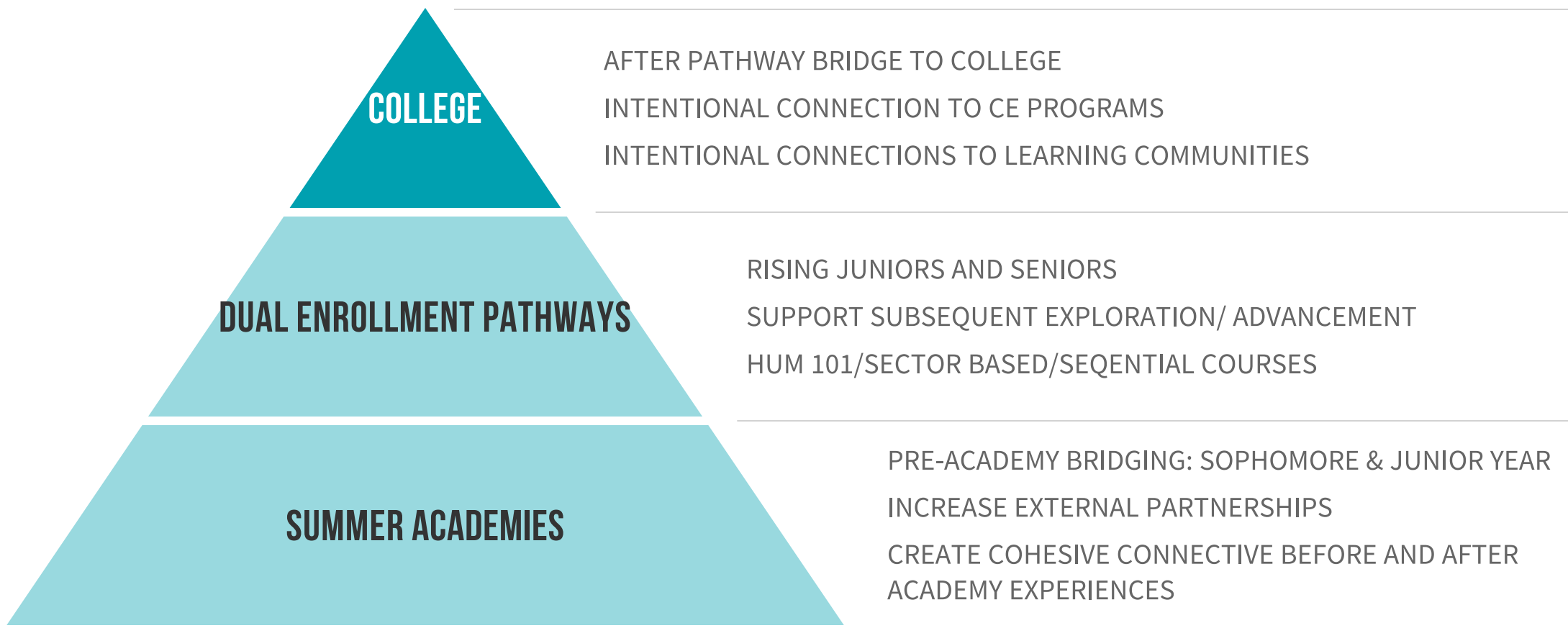
3 THE MOS EXAMS ARE CHALLENGING. TAKES ABOUT 16 WEEKS OF SUBJECT CONCENTRATED PREPARATION STUDY TO PASS

4 CIS PROGRAM IS OFFERING 4 OUT OF 5 OF THE MS OFFICE PREPARATION CLASSES

ACADEMIES 2.0: BUILDING AND MAPPING COHESIVE PATHWAYS

Significant Progress on Cohesive and Comprehensive K-14 Pathways

COLLEGE

AFTER PATHWAY BRIDGE TO COLLEGE

INTENTIONAL CONNECTION TO CE PROGRAMS

INTENTIONAL CONNECTIONS TO LEARNING COMMUNITIES

DUAL ENROLLMENT PATHWAYS

RISING JUNIORS AND SENIORS

SUPPORT SUBSEQUENT EXPLORATION/ ADVANCEMENT

HUM 101/SECTOR BASED/SEQENTIAL COURSES

SUMMER ACADEMIES

PRE-ACADEMY BRIDGING: SOPHOMORE & JUNIOR YEAR

INCREASE EXTERNAL PARTNERSHIPS

CREATE COHESIVE CONNECTIVE BEFORE AND AFTER ACADEMY EXPERIENCES

DUAL ENROLLMENT PATHWAYS

FALL & SPRING
Sophomores/Juniors

SUMMER

SPRING (JUNIORS)

FALL (SENIORS)

START → CAREER SERIES →

SUMMER CAREER ACADEMIES
1.0 units

→ FIRE 215:
ADVANCED FIRST AID (EMR)
3.0 units
70hrs of training

→ FIRE 112A: EMT
3.5 units
80hrs

↓

FIRE 112B: EMT
3.5 units
80hrs

→ FIRE ACADEMY

WILDLAND FIRE

FIRE RESERVE/VOLUNTEER

ADMINISTRATIVE JUSTICE

A.S. PUBLIC SAFETY

PARAMEDIC PROGRAM

NURSING PROGRAM

SUMMER ACADEMIES HIGHLIGHTS

- **3 ACADEMIES IN 2016 & 10 ACADEMIES IN 2019**

- **GROWN FROM 23 STUDENTS TO 223 STUDENTS**

- **163 STUDENTS EARNED COLLEGE CREDIT**

- **15% TOOK COM COURSES FOLLOWING THE ACADEMY**

- **4 ACADEMY COURSES ONLINE FOR 2021**
  - 94 high school students enrolled
  - 91% success rate (N=86)

- **9 ACADEMIES FOR SUMMER 2022 ON CAMPUS**

SAN RAFAEL HIGH

FEMALE 47%
MALE 53%
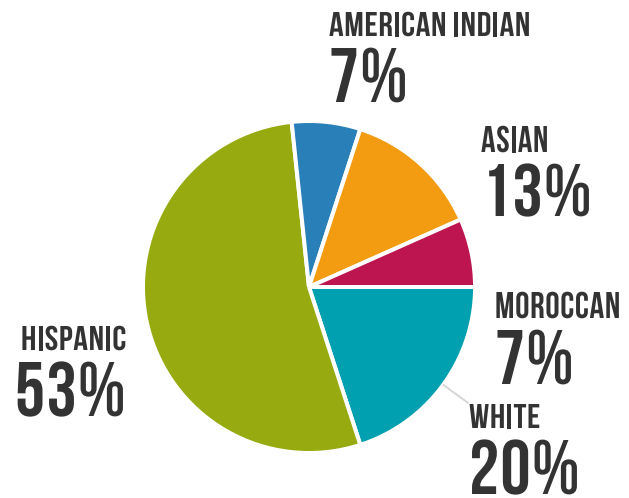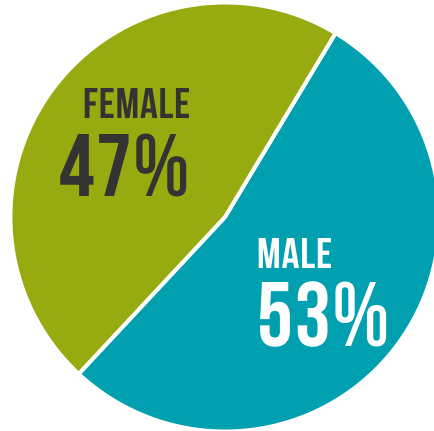
SPRING

Fire 215 EMR: 3.55tu

AMERICAN INDIAN 7%
ASIAN 13%
MOROCCAN 7%
WHITE 20%
HISPANIC 53%

FALL

Fire 112: 8.65tu

STUDENTS COMPLETE PROGRAM TRANSITION TO COM OR FOUR YEAR DEGREE PATHWAY

F.I.R.E. FOUNDRY PROGRAM

90% OF THE FIRE DEPARTMENT EMPLOYEES IDENTIFY AS WHITE. 91% IDENTIFY AS MALE. WITHIN MARIN COUNTY, 29% OF THE POPULATION IDENTIFIES AS NON-WHITE. 51% OF THE POPULATION AS FEMALE.

RECRUIT
- Work with agencies countywide to diversify the fire service in Marin County and connect young adults to paid seasonal employment, comprehensive, equity-centered, state-of-the-art science and technology training

PROGRESS
- Students will take EMR, EMT, Work Expedience, and a College and Career Readiness course through COM
- Students will receive 1.5 units of credit for prior learning for Wildland Fire
- Students can complete the major requirements for our brand new AA in Public Safety

ADVANCE
- Participants can connect to local bay area fire academies to complete their training.

JANUARY-DECEMBER 2022 PROGRAM CYCLE: 19 STUDENTS IN PILOT COHORT

FIRE FOUNDRY

MALE
42%

FEMALE
53%

UNKNOWN
5%

BLACK
32%

WHITE
21%

LATINX
47%
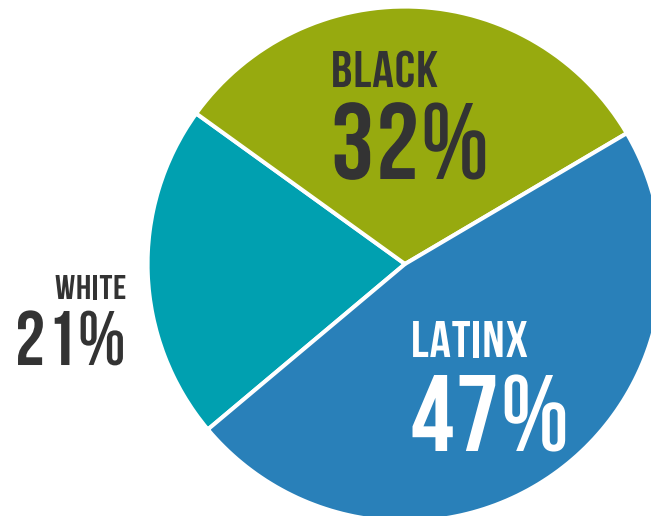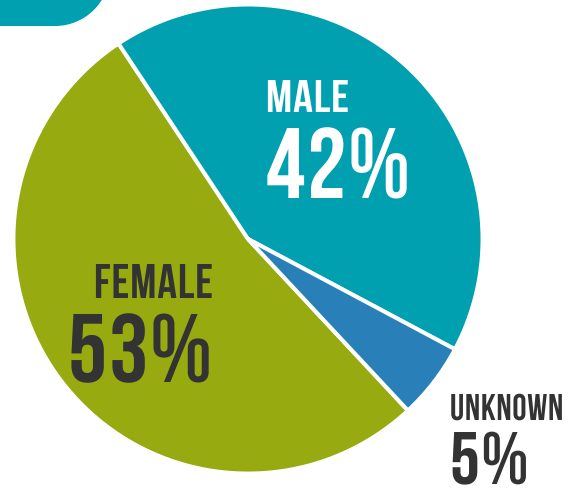
SUMMER

Fire 215: 3.55 TUS

FALL

Fire 112: 8.65 TUS

STUDENTS COMPLETE PROGRAM READY TO APPLY FOR FIRE ACADEMY PROGRAMS OR TRANSITION TO DEGREE PATHWAY

F.I.R.E FOUNDRY EDUCATIONAL PATHWAYS

GEOGRAPHIC INFORMATION SYSTEM (GISS OR GISS-T)

| PARAMEDIC | FIRE TECH | HEALTHCARE | DEGREE | STEAM |

COLLEGE OF MARIN FRIDAY INSTRUCTION

- WORK EXPERIENCE
- COUNSELING 130

- EMERGENCY MEDICAL RESPONDER-FIRE 215
- EMT-FIRE 112

CREDIT FOR PRIOR LEARNING

M-TH PAID SEASONAL WILDLAND FIRE TRAINING

CCNB & MARIN WILDFIRE PREVENTION

HIGH IMPACT: FUTURE PROGRAMS AND OPPORTUNITIES

- ## BUS COACH OPERATOR APPRENTICESHIP
  - Regional Partnership: COM, Golden Gate Transit, Santa Rosa Junior College
  - One year apprenticeship model: fall, spring, summer
  - Paid, OTJ Training starting at $28 an hour, benefits, pension
  - California Apprenticeship Initiative $500k Award 2022-2025

- ## CERTIFIED NURSING ASSISTANT/HOME HEALTH AID
  - Community partnership with Canal Alliance, Marin Home Health, By the Bay Health
  - Non credit or credit model with 2-4 cohorts annually serving 15-20 students per cohort
  - Fall, spring, summer evening and weekend offerings
  - Two Co Instructors or One Instructor and Lab Assistant per cohort

DIVISION PLANNING: PROGRAM STAFFING

Right sizing organizational structure based on current and future programmatic needs.

1 BUDGET NEUTRAL SHIFT OF STAFFING TO SUPPORT DIVISION AREA GROWTH AND INCREASED NEED FOR PROGRAM SUPPORT

2 WORK WITH CSEA TO CONVERT WORKFORCE SPECIALIST

COLLEGEWIDE CAREER TECHNICAL EDUCATION (CTE) SUPPORT FOR BUSINESS, HOSPITALITY, ECE, NURSING, REAL ESTATE, THEATER TECH, FIRE FOUNDRY, CNA/CHHA, APPRENTICESHIPS, E2C, AND DUAL ENROLLMENT PATHWAYS

# DIVISION PLANNING: REVISITING COORDINATION DISTRIBUTION

Right sizing organizational structure based on current and future programmatic needs. Exploring uniform expectations while supporting specialization for areas requiring high coordination: clinical sites, externships, external accreditation, state certifications, and out of class student learning. Examine best structure, distribution for programmatic support 2023-2024 with UPM.

	FACULTY	STAFF	TEACHING UNITS	COORDINATION UNITS
Auto Collision and Repair (ACRT)	**1 FT - Chair 2 PT**	1 FT-Shared with AUTO	38.9	2
Court Reporting (COURT)	1 FT 4 PT	3 PT	86.05	6
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Graphic Design-Multi Media Studies	2 FT 2 PT		97.3	2
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Dental Assisting	2 FT 1 PT	1 PT Instructional Specialist	73.25	6
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RESOURCE REQUESTS

NEEDED UNITS, FACULTY, AND MATERIALS

PROGRAMMATIC RESOURCE REQUEST AND SUPPORT
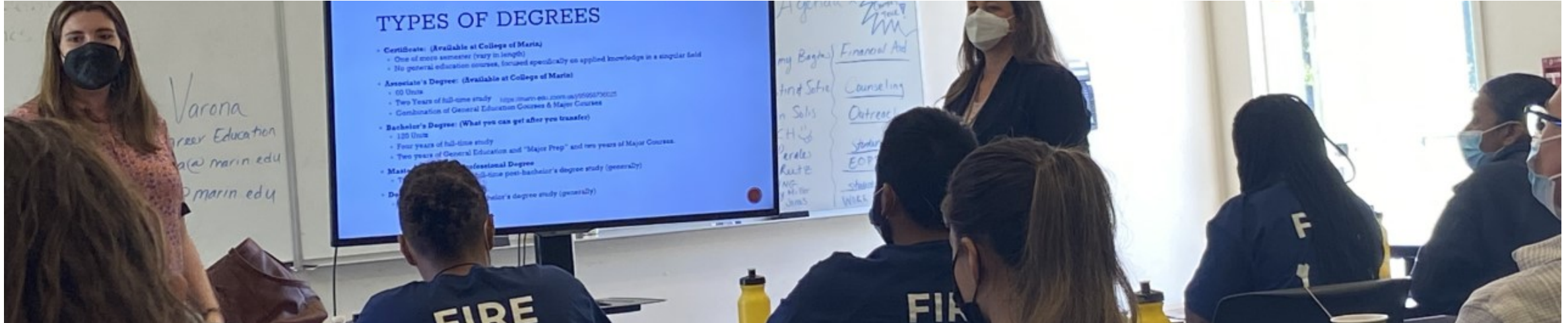
INCREASED FIRE-EMT UNIT ALLOCATION

Increase of 6 annual TUs to support new/expanded offerings and PT unit conversion-approx 12 TUS each Fall/Spring

Current lack of capacity to offer additional, high demand sections-no FIRE content, Wildand Fire, Forestry

Unable to meet county and workforce needs with current offerings-Opportunities for State Certifications e.g. National Fire Protection Association® (NFPA®) 1072: Standard for Hazardous Materials/Weapons of Mass Destruction Emergency Response Personnel

Outsourcing courses, certificates and degrees to other Colleges

Inability to support future high school pipeline which diversifies FIRE and Public Safety sector

PROGRAMMATIC RESOURCE REQUEST AND SUPPORT

SUPPORT NEEDED REVITALIZATION FOR CIS

PT Unit Conversion for full time fauclty: 71 Annual TUS

Revitalization can support need and timing of FT hire (Court Reporting Revitalization Model)

CIS as three distinct bridging components with a lack of cohesion

Entry level noncredit bridge, Business core, and professional training/IT and opportunity for further specialization

Explore specialization areas and determine programmatic scope

Examine curricular and programmatic organization

Create peer support structure with intentional dialogue using Court Reporting model
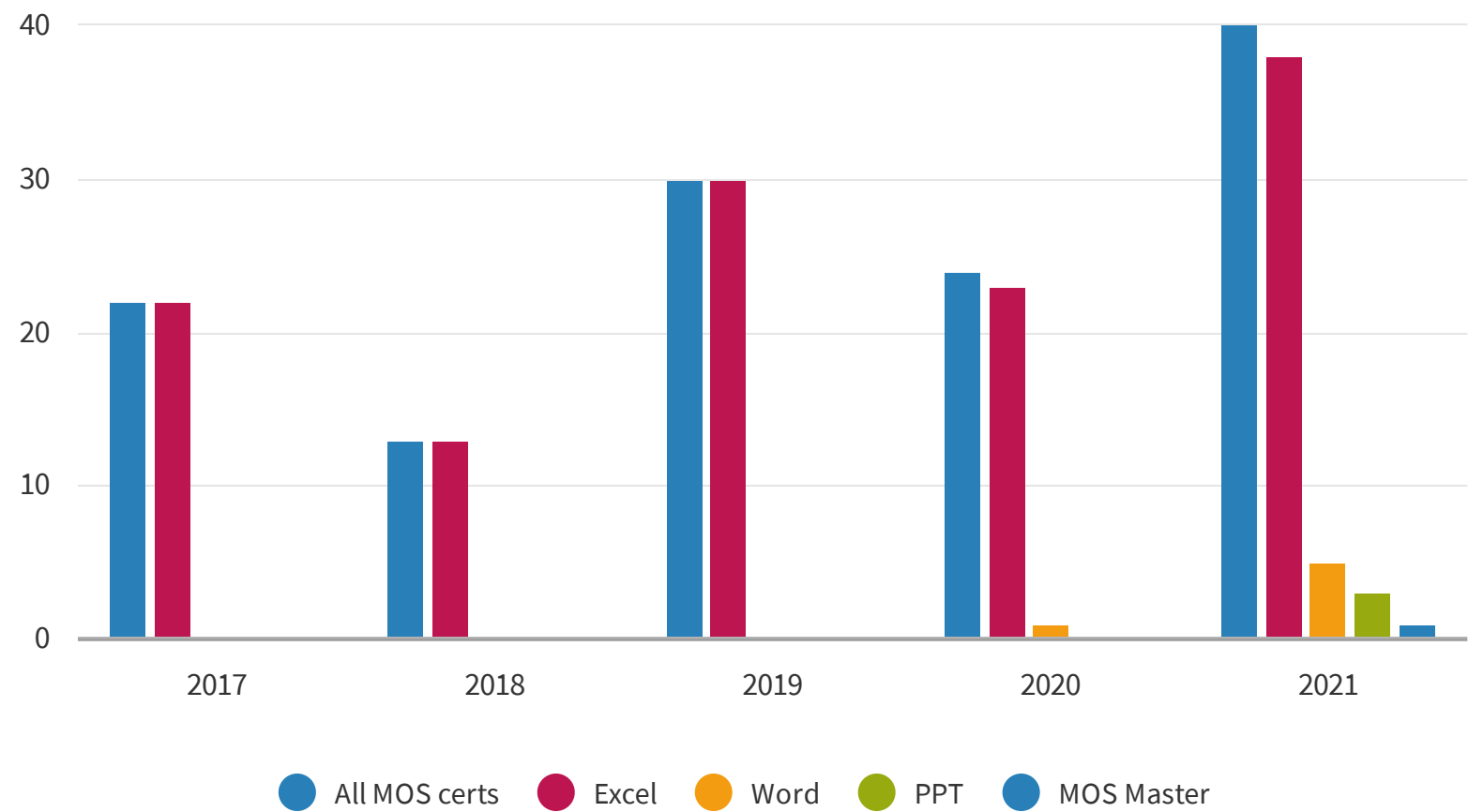
PERSONNEL RESOURCE REQUESTS: FACULTY HIRING

2020-2023

1 EMT/FIRE: PART TIME UNIT CONVERSION FOR FULL TIME FACULTY TO SUPPORT CAPACITY AND PROGRAM GROWTH

2 COMPUTER INFORMATION SYSTEM: PART TIME UNIT CONVERSION FOR FULL TIME FACULTY. TIMING TBD PER REVITALIZATION PROCESS

RETIREMENT MMST/GDES: FULL TIME HIRE NEEDED FOR FALL 2023 TO MITIGATE PROGRAM DISRUPTION

QUESTIONS AND DISCUSSION

THANK YOU

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INDIAN VALLEY CAMPUS