



**DREAM. LEARN. ACHIEVE.**

**Planning and Resource Allocation Committee Presentation**  
**Career Education and Workforce Development**  
2023-2024

Section 1

# AREA OVERVIEW

# CAREER EDUCATION PROGRAMS



- Administration of Justice
- Auto & Industrial
  - Auto Collision Repair; Auto Technology; Electronics; Machine & Metals; Theater Technology - Stage Carpentry
- Business
  - Applied Accounting; Business Administration; Entrepreneurship; Hospitality Management; Real Estate
- Computers & Multimedia
  - Computer Information Systems; Graphic Design; 3D, Video, Game Dev; Web Design and Development; MS Office Specialist Certification
- Court Reporting
- Early Childhood Education
- Health Sciences
  - Registered Dental Assisting; Emergency Medical Technician; Medical Assisting; Registered Nursing; FIRE Foundry
- Education 2 Career (E2C)
  - Construction/OSHA 10
  - Certified Nurse Assistant/Home Health Aide
  - Latinos in Finance (Counseling and BofA)
  - Entrepreneurs of Color (slated for fall 2024)
- Summer Career Academies
- Apprenticeship Programs
  - **ECEPTS-Early Childhood**
  - **Golden Gate Transit Bus Coach Operator**
- Dual Enrollment Pathways
  - NHS-Medical Careers/Public Safety
  - Auto Dual Enrollment Pathway

# CAREER EDUCATION DIVISION OVERVIEW

**Annual Total Teaching Units: 713 and Total Chair and Coordinator Units: 21.5**



**Full Time Faculty: 12**

**1 Department Chair**

**Part Time Faculty: 39**

**9 coordinators**



**Administrator: 1 Dean**

**Full Time Program Support: 3**

**1 Manager: Allied Health**

**Part Time Program Support: 5**

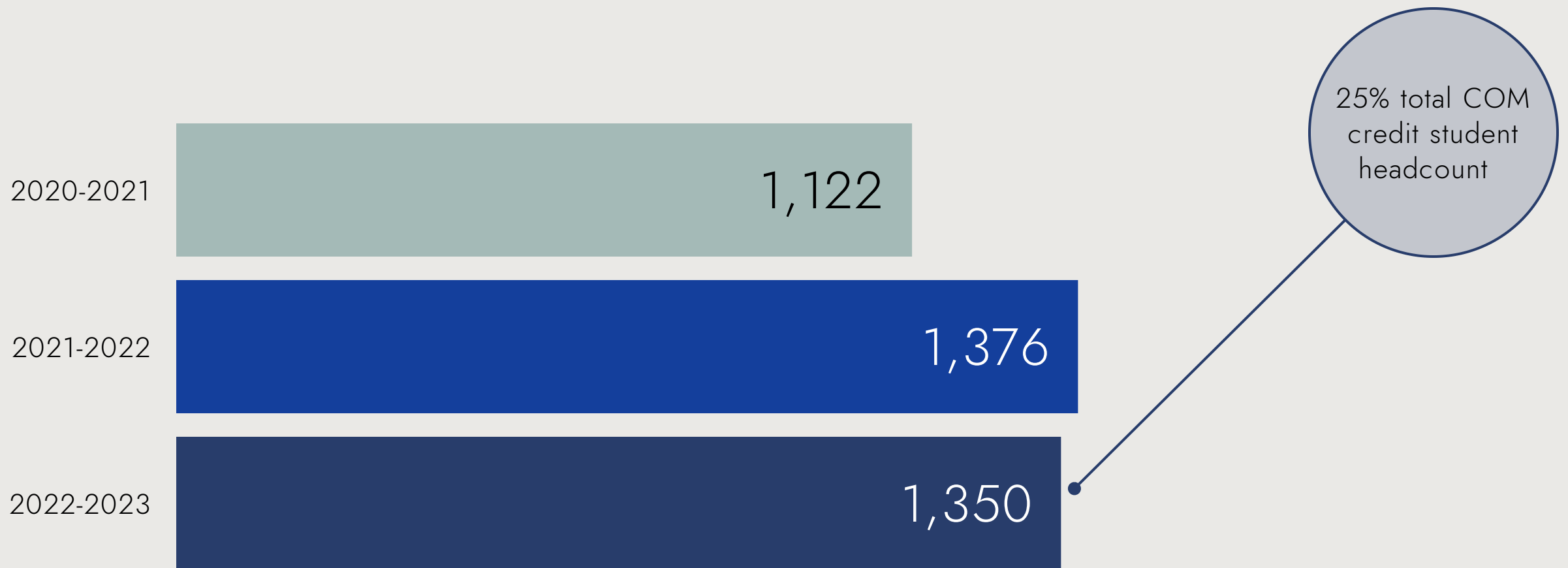


# AREA OVERVIEW

	ADMINISTRATORS	FACULTY	STAFF	TEACHING UNITS	COORDINATION UNITS
Career and Workforce Education	1 Dean, 1 Program Administrator		3 FT/1 PT		21.5
Auto Collision and Repair (ACRT)		1 FT - Chair 3 PT	1 FT-Shared with AUTO	30.5	1
Court Reporting (COURT)		1 FT 4 PT	2 PT	77.7	2
Computer Info Systems (CIS)		4 PT	1 PT Instructional Specialist	54.85	2
Automotive Technology (AUTO/ELEC)		1 FT 2 PT		94.6	1 /3.5 Chair
Machine Metals Technology (MACH)		1 FT	1 PT Instructional Specialist	30	0
Welding		2 PT		18.6	
Administration of Justice (AJ)		4 PT		31.9	0
Graphic Design-Multi Media Studies		2 FT 2 PT		92	1
Fire Technology/EMT		1 FT 5 PT	1-4 Skills Instructors	58.4	3
Dental Assisting		2 FT 1 PT	1 PT Instructional Specialist	73.25	3
Medical Assisting		1 FT 2 PT	1 PT Instructional Specialist	54.4	3
Vocational Construction		4 PT		19	
Early Childhood Education		2 FT 4 PT		78	2

# CAREER EDUCATION UNDUPLICATED STUDENTS

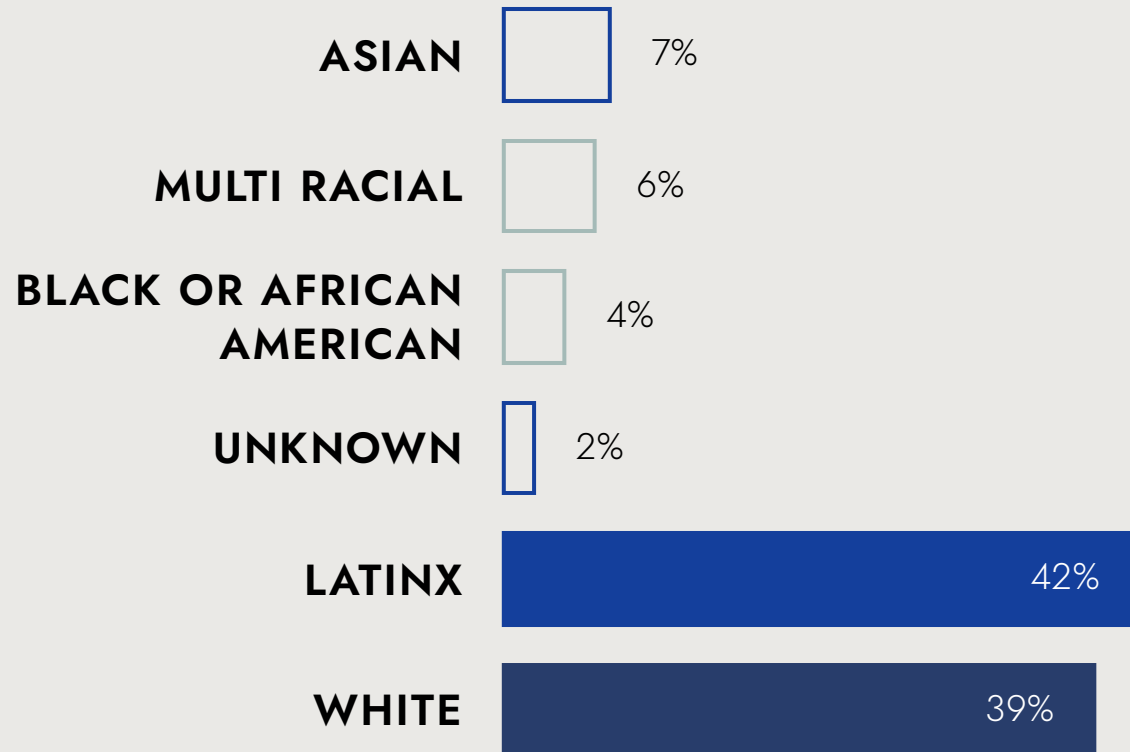
**21% total COM Enrollment when including Nursing, WEXP, ECE, Business. 30% COM Unique Headcount**



NATIVE HAWAIIAN, PACIFIC ISLANDER, AMERICAN INDIAN, ALASKA NATIVE MASKED N<1%

## CAREER EDUCATION STUDENT DEMOGRAPHICS \*

**\*2022-2023 N=2,508 for all Top CE Codes including, ECE, Business, Nursing**



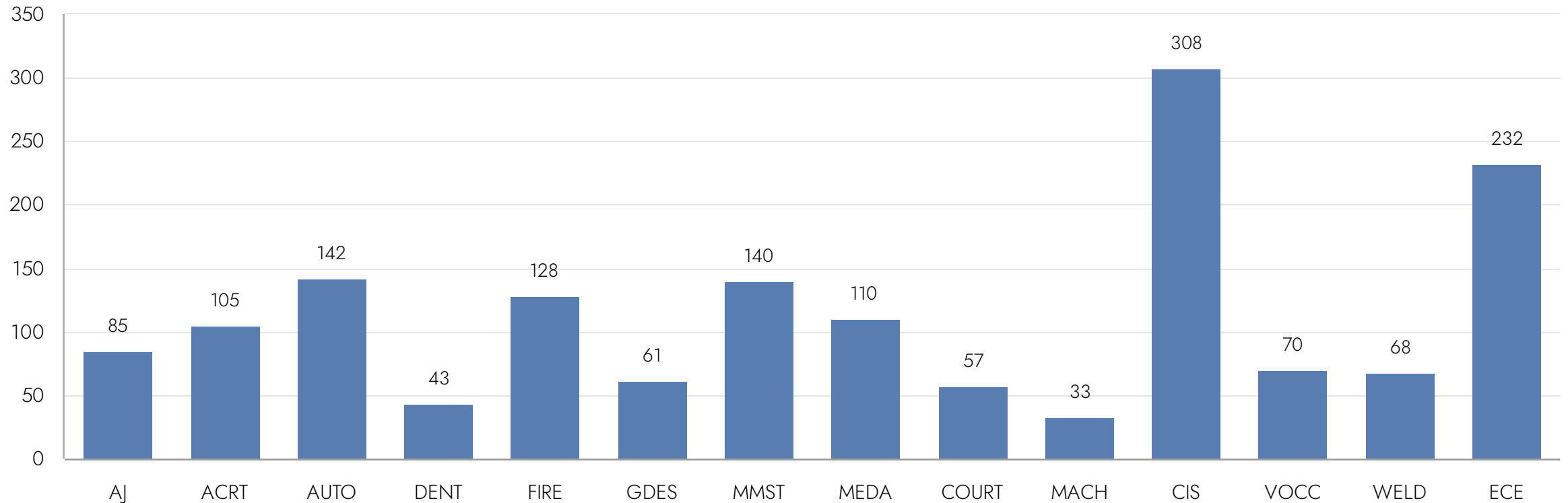
**CAREER EDUCATION ALIGNED WITH ALL OTHER COM STUDENT RACE AND ETHNICITY DEMOGRAPHICS**

**ACADEMIC YEAR 2022-2023**

# ENROLLMENTS BY PROGRAM

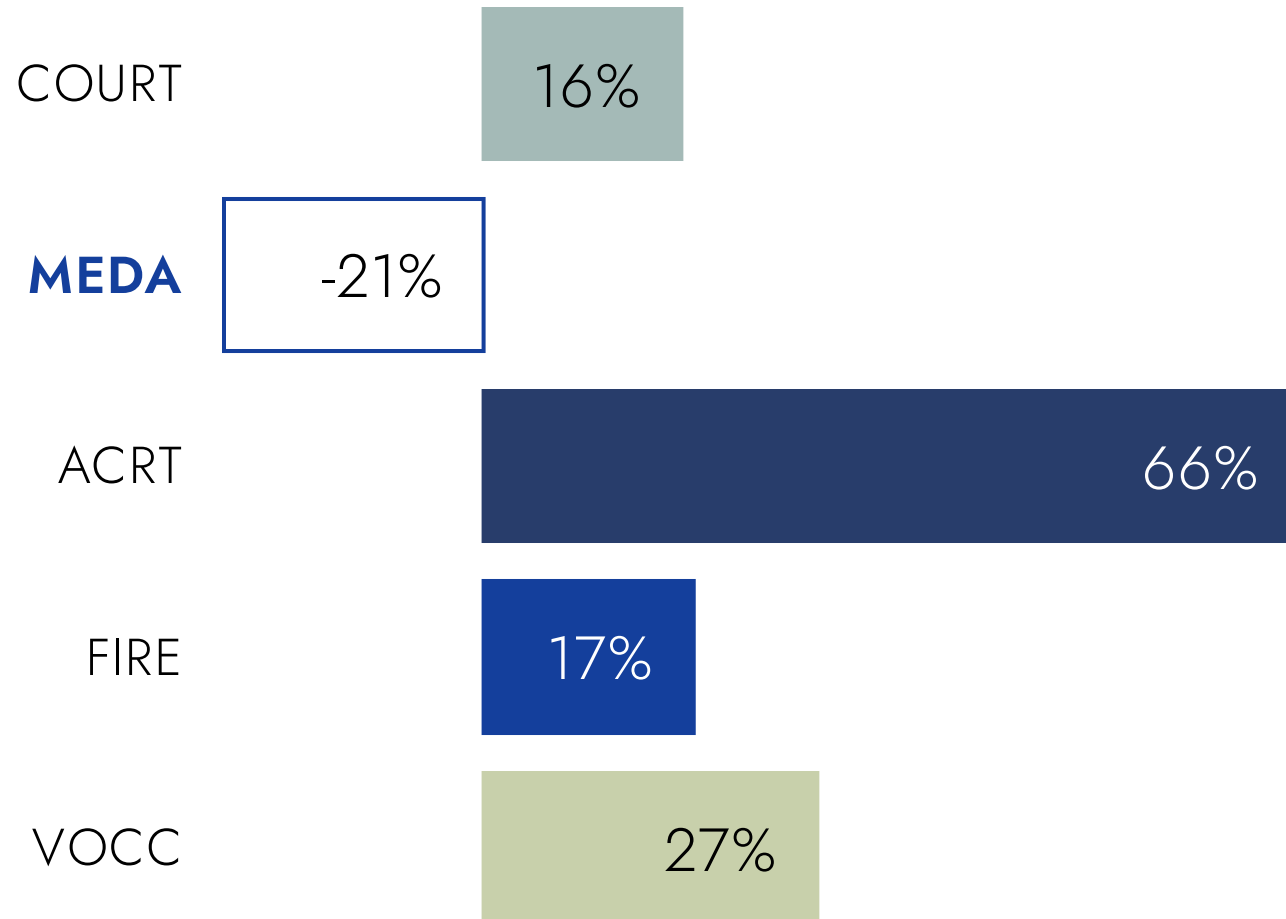
**Unduplicated Headcount: N=1,582    Enrollments: N=3,146**

**6,615 Total COM Credit Students 2022-2023**



# ENROLLMENT TRENDS

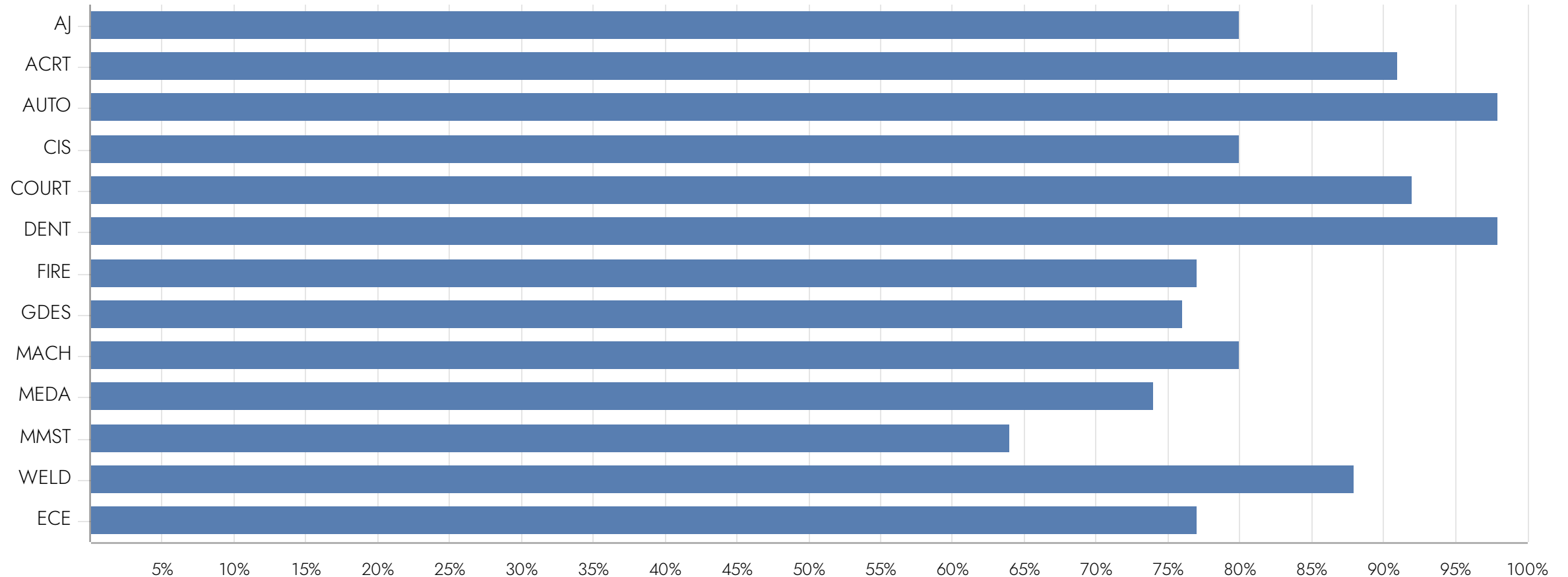
2021-2022 vs. 2022-2023 Enrollment Comparison



## SUCCESS RATE ACROSS 13 CREDIT PROGRAMS, ALL MODALITIES FOR 2022-2023

# COURSE COMPLETION

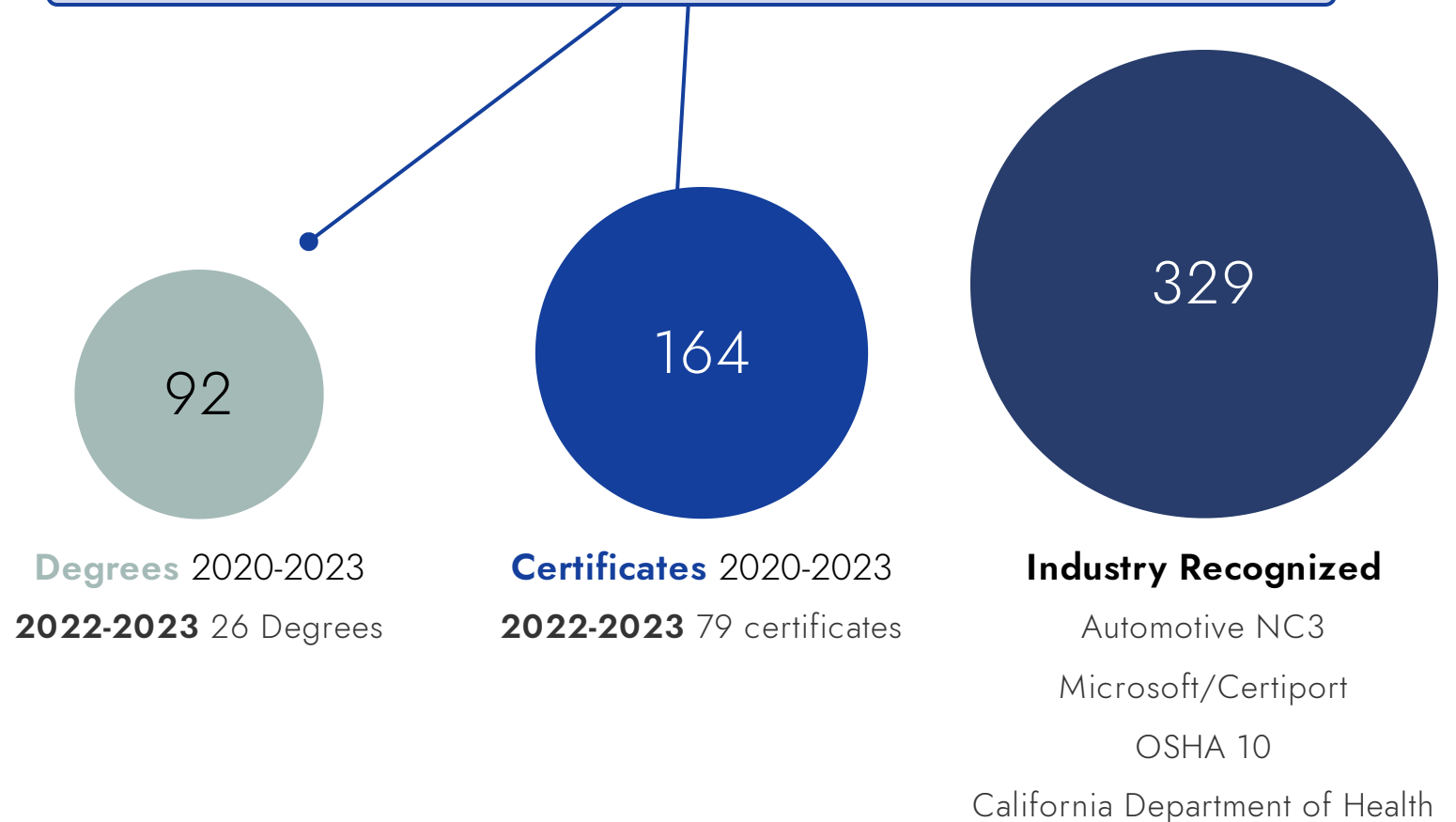
**Average Success Rate for CE 83% Average Success Rate for COM 77%**



# CAREER EDUCATION OUTCOMES

**Source: Awards Transfers-Career Ed 2020-2023**

COM Awards 2022-2023 Degrees:300 Certificates: 57



Career Education Comprises 30% of all COM Degrees and Certificates

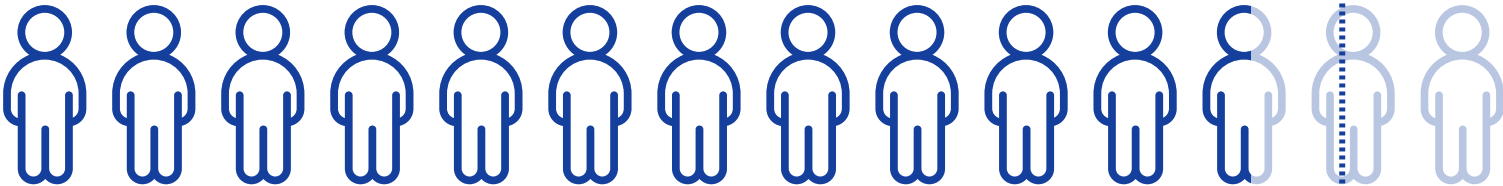
# CAREER TECHNICAL EDUCATION OUTCOMES SURVEY (CTEOS)

## 2023 EMPLOYMENT DATA

423 Student Respondents

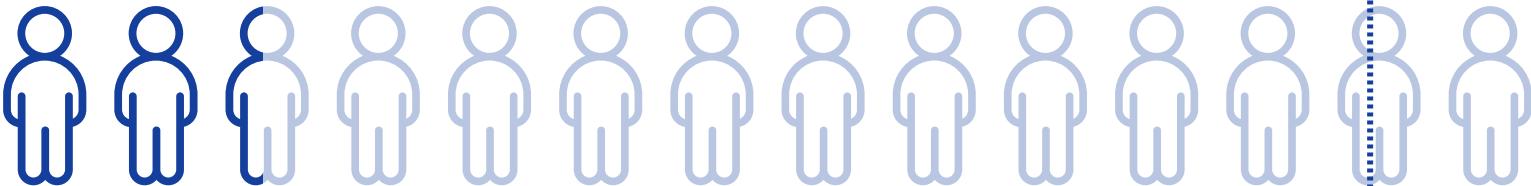
85% GOAL

83%



Found a job very closely or closely related to their field.

17%



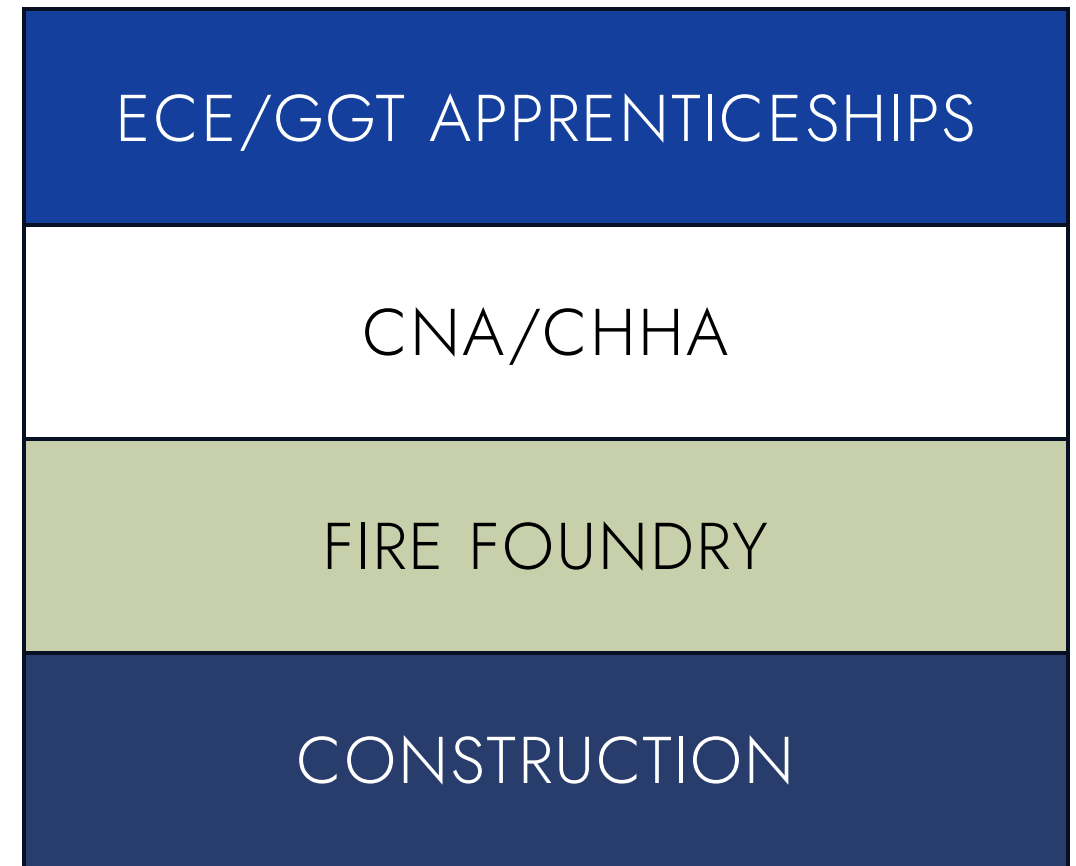
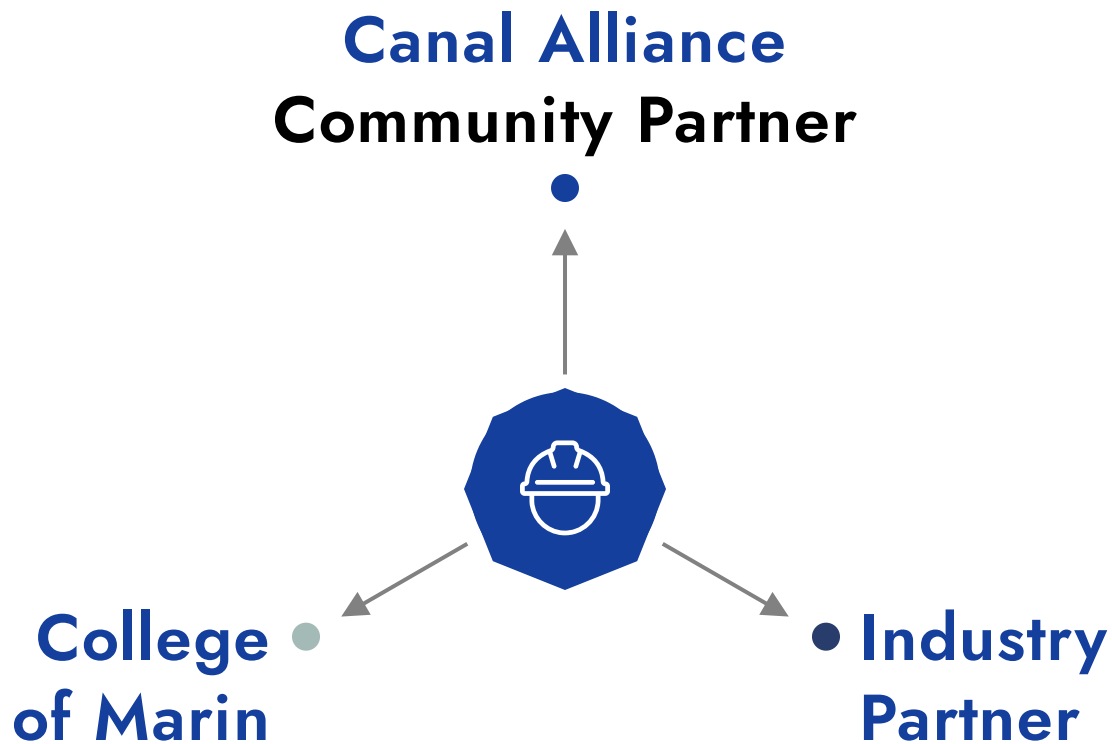
Reported job is not closely related to their field.

Students surveyed 18 months after college completion. 91% report being very satisfied or satisfied with the education and training received.



# HIGH IMPACT PROGRAMS TO MEET TODAY'S NEEDS AND TOMORROW'S DEMAND

**The Education 2 Careers (E2C) Model: Cohesive, Multi-System Coordinated Support for Students**



# **SHORT TERM WORKFORCE TRAINING**

## **E2C CONSTRUCTION IMPACT: 2018-2023**



**261 Students Served**

**16 cohorts with 96% Latine student population**

**212 Graduates or 81% Successful Completion**

**New instructors hired with training site expanded, OSHA class added**

**85% achieved employment gain-promotion, pay increase**

**Average Wage Growth: \$19.40/hr to \$24**





**Fall 2023 College of Marin Construction Cohort**



**3 NEW SHEDS CONSTRUCTED AT THE  
OLD SWIM CENTER SITE AT IVC**



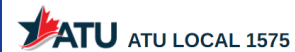


# BUS COACH OPERATOR APPRENTICESHIP PROGRAM

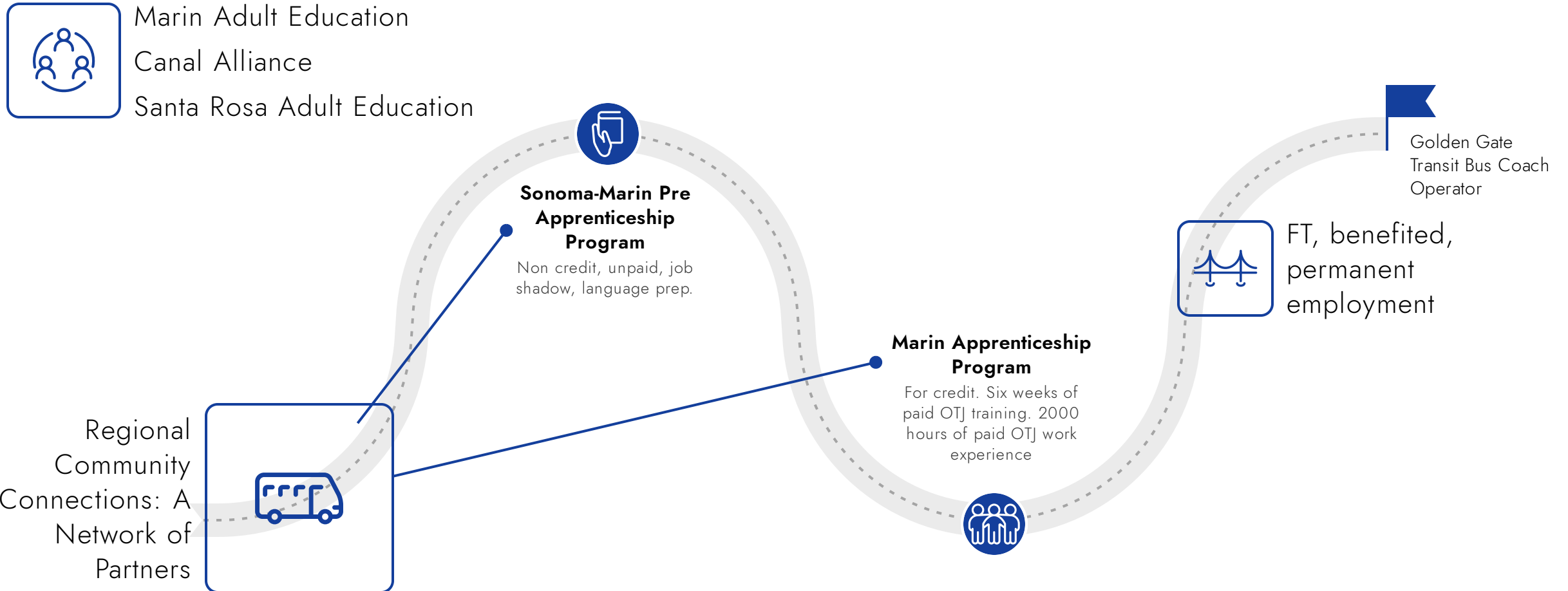
College of Marin, in partnership with Golden Gate Transit (GGT), the Amalgamated Transit Union 1575, and Santa Rosa Junior College, seeks to create a new, innovative, regional Bus Coach Operator Pre-Apprenticeship and Apprenticeship Program to address a major shortage of GGT bus drivers.



**SANTA ROSA JUNIOR COLLEGE**  
*Building on a Legacy of Excellence*



# NATION'S FIRST REGIONAL PRE APPRENTICESHIP TO APPRENTICESHIP PROGRAM



## A TRUE REGIONAL PARTNERSHIP.

# MEET NATHAN

Nathan Calderon became a bus operator for Golden Gate Transit, he was working three jobs to make ends meet.

“Now I’m making more than those three jobs combined,” said Calderon, 23, who grew up in San Rafael’s Canal neighborhood. “And it’s a huge difference, working one job instead of three. And I can stay here, grow here, have a career.”





# E2C: CERTIFIED NURSING ASSISTANT/CERTIFIED HOME HEALTH AID



## First Cohort Began June 2023

- Partnership with Canal Alliance, By the Bay Health, Villa Marin, and COM Nursing Faculty
- Broad access entry point to healthcare; stackable pathway certificate model
- Asset-based, community centered model
- Offered under community programs as not-for-credit; 100% grant subsidized
- Second cohort underway; third slated for late March

# FIRST COHORT GRADUATION OCTOBER 2023

Application and process to broaden enrollment currently underway!



## 15 Students Enrolled

- 93% retention
- 87% successful completion of 200 hours of training
- 85% passed skills exams
- 62% (n=8) passed both written and skills exams
- 100% grant and foundation dollars supported
- 62% (n=8) students expected to receive dual licensures via CDPH
- 5 are working in the field 3 months later



## A STORY OF PERSISTENCE AND SUCCESS.

# MEET LETICIA

Leticia Ramos left Mexico City in 1992 to seek a better future in US which involved painfully separating from her family.

Leticia shares: “Despite working for 30 years in housekeeping at a local healthcare facility, I needed to work two and sometimes three extra jobs to provide for my family.”

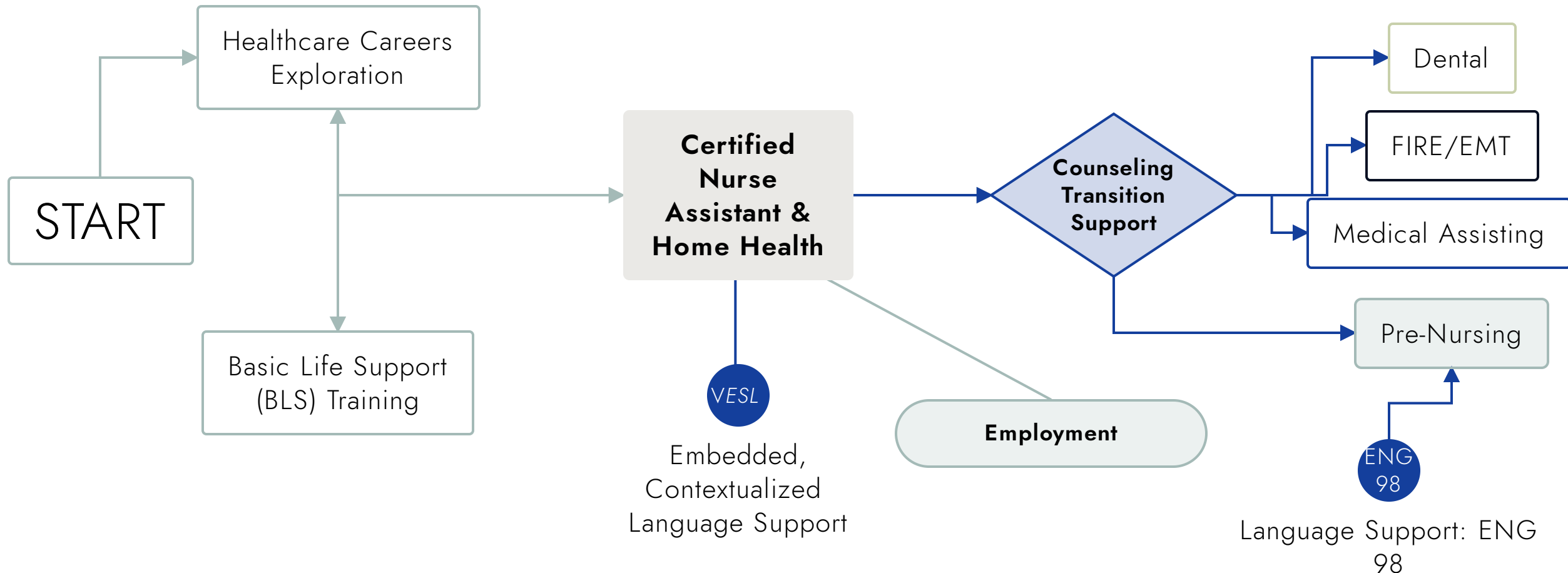
Leticia has fully completed the program and now works as a Certified Nurse Assistant at Villa Marin in San Rafael.



AWARDED 280K FOR CONTEXTUALIZED AND ACCELERATED VESL

# ELL HEALTHCARE PATHWAYS

For English Language Learners at COM, Marin County Adult Schools, and Unserved New ELL Students



# FIRE INNOVATION, RECRUITMENT, AND EDUCATION

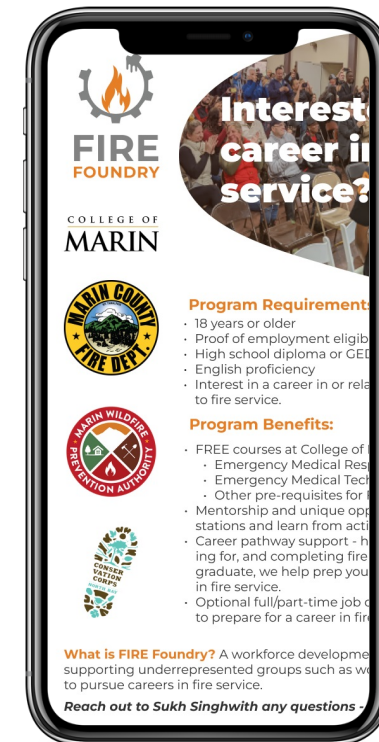
## E2C-F.I.R.E. FOUNDRY PROGRAM

**91% of Marin fire service employees identify as white, 90% as male**

29% OF THE COUNTY IDENTIFIES AS NON-WHITE AND 51% AS FEMALE

### County Partnerships

- College of Marin
- Marin County Fire Department
- The County of Marin Office of Equity
- Marin Wildfire Prevention Authority
- Conservation Corps North Bay
- Marin County Fire Chiefs
- Marin Professional Firefighters IAFF 1775
- UC Berkeley
- Fire Safe Marin
- Workforce Alliance of the North Bay.



# F.I.R.E FOUNDRY EDUCATIONAL PATHWAYS



**PARAMEDIC**



**FIRE TECH**



**HEALTHCARE**



**DEGREE**  
Public Safety Degree  
Launched 2022



**STEAM**

Geographic  
Information  
System (GIS)

- **NEW! Kinesiology 170 (2 units)**
- **NEW! Fire 110 Intro to Fire Technology (3 units)**
- FIRE 112-EMT (7 units)
- FIRE 215-Emergency Medical Responder (3 units)

COA-Fire Technology-15 Units

COA-Fire Technology-10 Units  
**FIRE 215 + FIRE 112**

**PAID SEASONAL DEFENSIBLE SPACE WORK**  
**CCNB & MARIN WILDFIRE PREVENTION**

Certificate of  
Achievements  
Created  
December  
2023!

# THE NEXT GEN OF PUBLIC SAFETY AND FIRE SERVICE

## FIRE FOUNDRY: 2022-2024



65 Students and Three Cohorts Offered Since 2022  
Current Cohort of 23 Students began in January 2024  
84% BIPOC student population



## THE FUTURE OF FIREFIGHTING.

# MEET ANAI

Anai Esperanza, a single mom of two, was in need of a career with a livable wage and was interested in the emergency medical side of firefighting.

Anai shares: "Fire Foundry has given me the tools I needed to be a competent, and confident individual, along with an incredible support system that makes it almost impossible for me to fail."

Anai has successfully completed the program and now works as a Defensible Space inspector for Marin County. She also tutors for COM in the Fire Foundry program and was recently accepted into the NASA fellowship program for research/wildfires.





# COMPREHENSIVE CAREER PATHWAYS





# 2023 SUMMER CAREER ACADEMIES

- Health Occupations
- Game Development
- Entrepreneurship
- Building Academy: Construction, Engineering, Design
- Education & Social Justice
- Career Exploration
- Farm & Agriculture



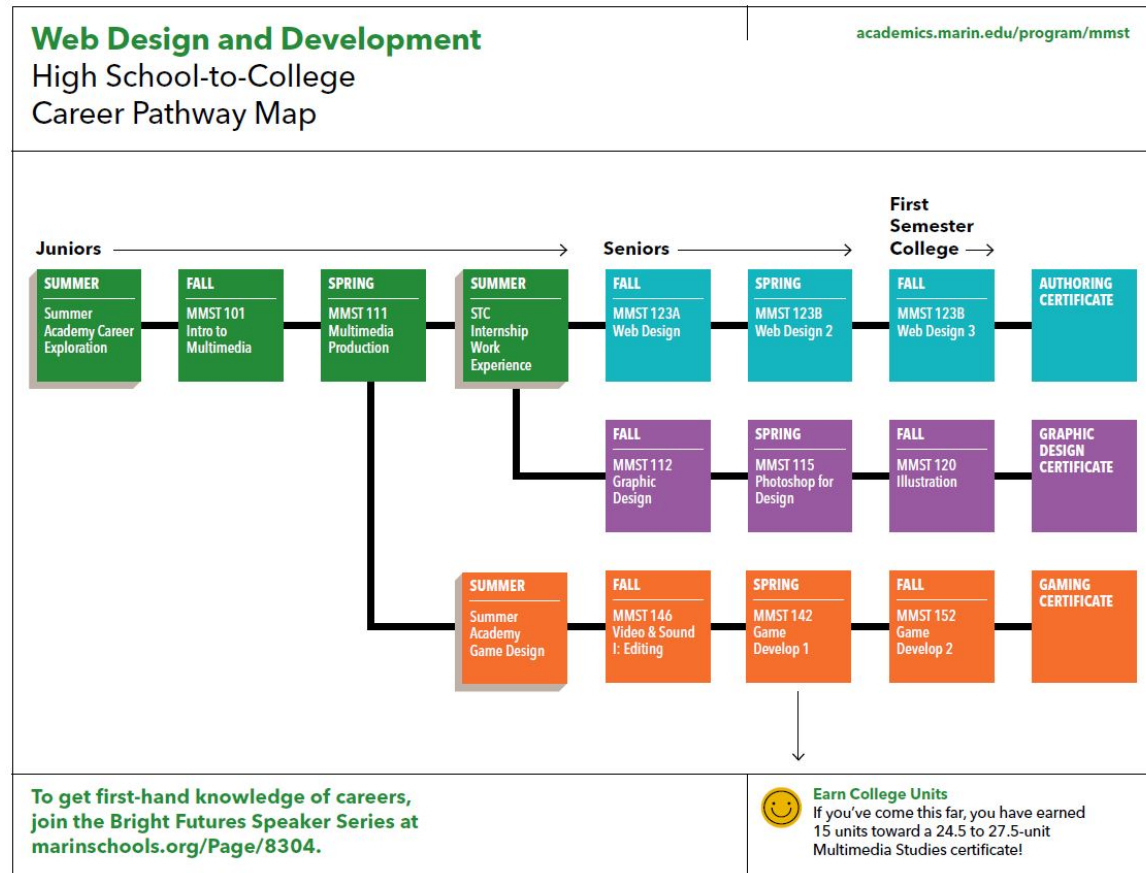




# SUMMER ACADEMIES HIGHLIGHTS

- **Seven** in-person academies
- **132** unique students served
- **145** enrollments
- **1-2 units of college credit** awarded per academy
- **Positive** feedback from students

# CAREER PATHWAY MAPS



- **5** Career Pathway Maps designed to date
- Lead to **16** Programs and **13** Degree/Certificate Options
- **30** Courses Recommended for Dual Enrollment
- **13 - 15** COM units students can earn prior to exiting high school
- Earn certificates before exiting high school

# DUAL ENROLLMENT: AUTOMOTIVE PATHWAY

Marin Oaks, San Marin, Novato High School

- Auto 110 A for fall and Auto 111 for spring
  - Certificate, degree applicable and CSU transferrable
  - Auto 110-A Intro Automotive Program 3 units of credit
  - 3 units of college credit each course
  - Auto 111-Auto Maintenance Fundamentals 3 units of credit
- Lecture at Marin Oaks, Lab at IVC
- Serves 16 students from 4 local high schools
  - 81% of students retained and successfully completed the course
  - 70% of originally enrolled students returned in the spring
  - 85% of successful completers returned for Auto 111 spring 2024





# DUAL ENROLLMENT: AUTOMOTIVE PATHWAY

**Marin Oaks, Novato, San Marin, Nova High School**

- Auto 111 Spring 2024

- 100% in person at Indian Valley Campus auto facilities
- 70% of fall cohort and 85% of those who finished successfully persisted from fall to spring
- Students have earned three industry certificates from The National Coalition of Certification Centers (NC3) in tool usage safety, multimeter, and angle measurement
- Enrolled students will meet with a counselor and complete a student educational plan to support their post-high school transition to College



# DUAL ENROLLMENT: MEDICAL CAREERS PATHWAY

at **Novato High School (NHS)**

## Emergency Medical Responder (EMR) Spring 2023

- **30** Medical Careers Pathway **students enrolled** in an EMR dual enrollment course at **Novato High School**
- **29** of students **successfully completing**
- **26** of students identified as **female**
- **20** identified as **students of color**

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## Emergency Medical Technician (EMT) Fall 2023-Spring 2024

**12** Medical Careers Pathway **students enrolled** in the Fire 112A course at Novato High School

**9** of the students identify as **female**

**8** identify as students of color

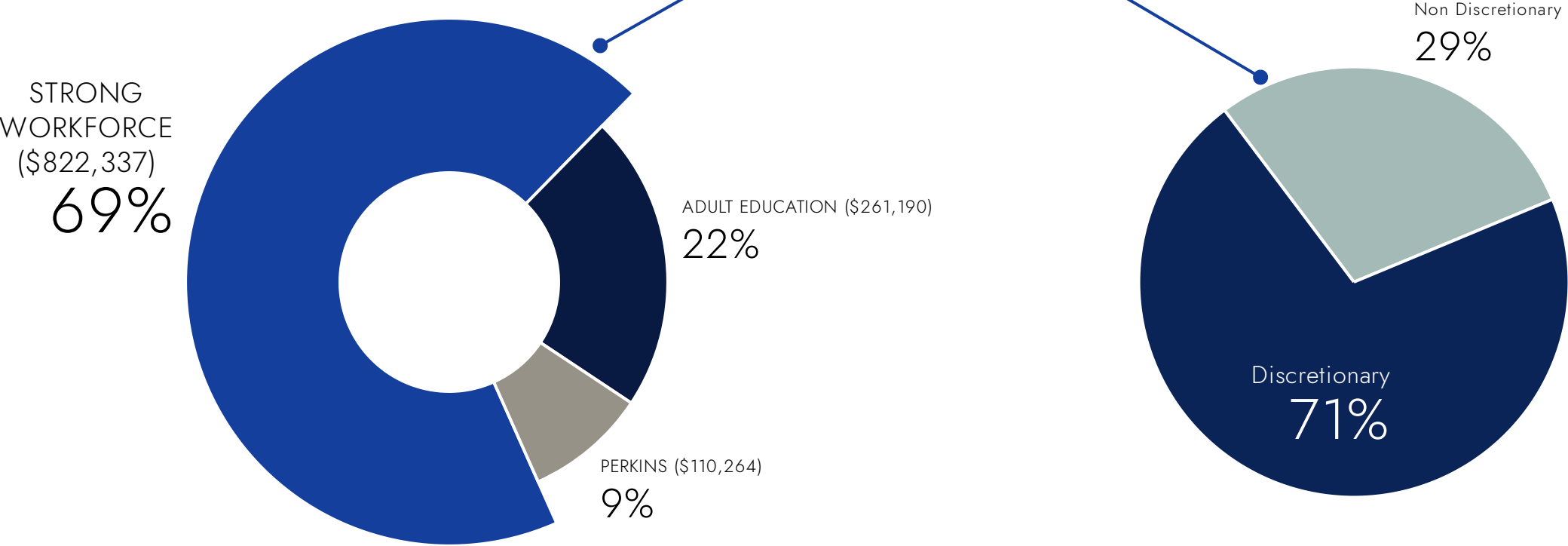


Section 2

# BUDGET OVERVIEW

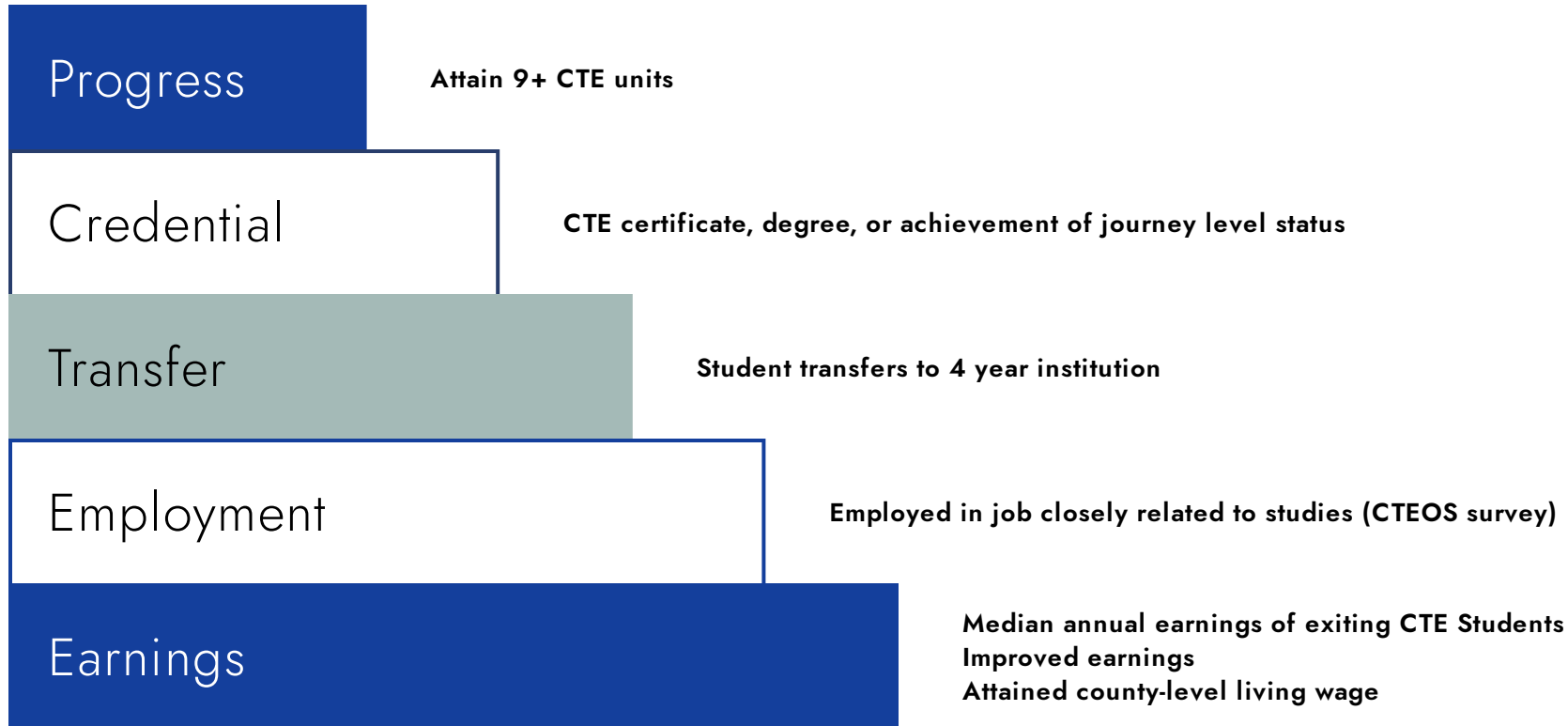
# BUDGET: DISTRICT GRANT AND CATEGORICAL FUNDS

1 Program Coordinator @100%, 1 Program Coordinator @ 50%, Career Services Coordinator @ 50%, Part Time Counseling Support for Embedded High School Transition, Research Analyst @ 50% (vacant)



# THE STRONG WORKFORCE PROGRAM (SWP): STATE CATEGORICAL FUNDING TO SUPPORT MORE AND BETTER CAREER EDUCATION FOR CALIFORNIA

## What Guides Funding Decisions?





# HOW WE CREATE PROGRAMS AND IDENTIFY OPPORTUNITIES



**A DECISION MAKING FRAMEWORK**



ONE MILLION SECURED. TWO MILLION  
PENDING AWARD NOTIFICATION.

## RESOURCING CAREER AND WORKFORCE EFFORTS

Thanks to the hard work of faculty, staff, and our colleagues, we forecast nearly 3 million secured to support Career and Workforce programming for academic year 2023-2024.

Pending:  
CAI ECEPTS, BOAP

**2.1M**

Caring4Cal - HCAI

**504K**

ELL Healthcare  
Pathways

**280K**

Apprenticeship Pathways  
Demonstration Project

**99K**

COM Foundation

**72K**

Regional Equity and  
Recover Partnerships


**50K**

Section 3

# PROGRAM REVIEW SUMMARY

# PROGRAM REVIEW 2023-2024

- **All areas up to date except Administration of Justice.**

 No full time faculty for this area. Department chair leadership or faculty peer guide needed to support completion. Discussed identifying existing part timer with ability to lead AJ through PR cycle.

- **Programmatic themes and similar grit feedback indicates more support is needed.**

✓ Several programs encouraged to seek support from PRIE, clarify disaggregated data, and better elucidate enrollment, outcomes data in connection with program implications.

✓ Given so many new faculty, additional program review training, data coaching, and peer guides can help support meaning-making for programs moving through the process.

Section 4

# RESOURCE REQUESTS

NEEDED UNITS, FACULTY, AND MATERIALS

No resource requests at this time. Equipment requests submitted to IEC.

# SUPPORTING COLLEGE OF MARIN'S EDUCATIONAL MASTER PLAN

The six focus areas of the EMP include student **access and success, equity, instructional programs, Indian Valley Campus, community engagement and responsiveness, and college systems**

- **15 Career Education Academic Programs**

1. **AJ-24 AS-T**
2. AUTO
3. ACRT
4. ELEC
5. VOCC
6. MACH
7. WELD
8. ECE
9. COURT
10. CIS
11. MMST
12. GDES
13. **DENT-52 Certificates and 12 Degrees**
14. **MEDA-36 Certificates and 21 AS Degrees**
15. FIRE

- **Dual Enrollment and Pathway Programs**

1. Summer Academies
2. Medical Careers Pathway at Novato High School
3. Automotive Dual Enrollment Pathway: Marin Oaks, Novato, San Rafael

- **Apprenticeship Programs**

1. Early Childhood Education
2. Bus Operator

- **E2C Partnership Programs**

1. Latinos in Finance (COUN)
2. Certified Nurse/Home Health (Nursing)
3. FIRE Foundry
4. Construction
5. Entrepreneurs of Color (BUS)

# ANTICIPATED STAFFING NEEDS

Fall 2024-Spring 2025



## **Part Time Faculty Pools**

MEDA  
DENTAL



## **More Staffing to Support Expanded Programming & Partnerships**

Additional Program Coordinator to support  
complex multi-partner programs and build  
capacity

Legal career pathways, MEDA dual enrollment  
pathway, comprehensive nursing pathway-  
CNA-LVN-RN

Supporting all career education advisories  
and partnership efforts collegewide



## **Additional Program Coordinator**

Begin hiring process fall 2024

100% Categorically Funded

2024-2027

Potential for extension 2027-2030

# THANK YOU

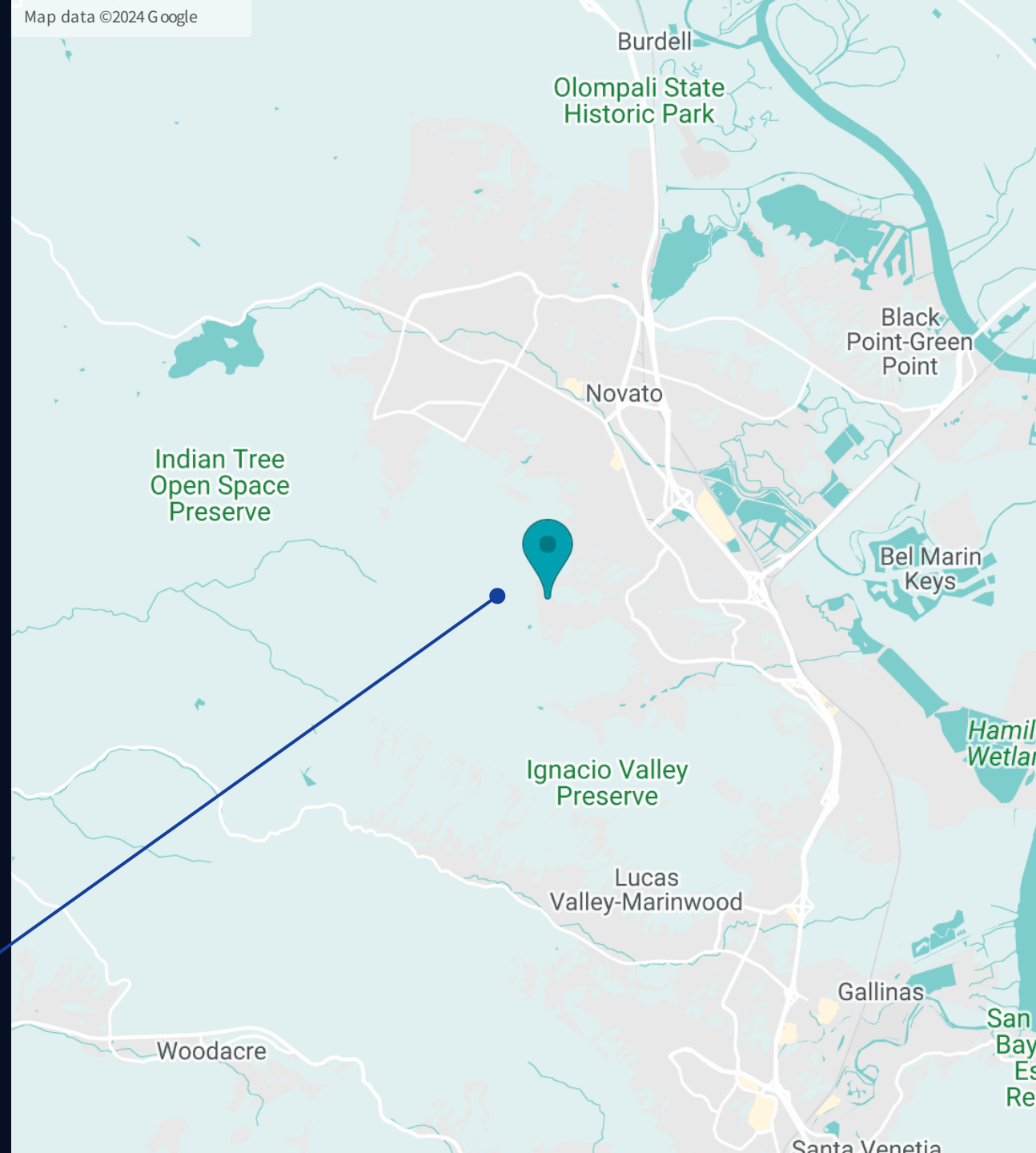
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Indian Valley  
Campus





# QUESTIONS AND DISCUSSION

