GRIT Program Review Analysis
Department/Office/Program: Machine and Metals
Date: 9/13/23 and 10/11/23

1. **Concerning issues around access, retention, and success of students**
   A. Data points are unclear in program review and do not align with PRIE data.
      1. It is unclear how many students are in the program any given year.
      2. Persistence rate by race and ethnicity also unclear.
   B. Fill rates are low.
   C. Disparity in gender, race, and ethnicity enrollment, persistence, and retention.
   D. Schedule of class offerings is not meeting the needs of populations in Marin County and the community.

2. **Concerning issues around equity**
   A. Need more data to determine equity issues

3. **Promising practices that support students that are being implemented**

4. **Important to note**
   A. We are concerned that the program is not meeting the needs of the community based on low enrollment and when classes are offered.

5. **Recommendations**
   A. Provide clear data on how many people are in the program.
   B. Provide clear data on persistence and retention rates.
   C. Meet with PRIE to interpret, understand, and discuss the data.
   D. Create a plan to increase enrollment and representation of different racial and gender identities in the program.
   E. Engage in faculty professional learning to address best practices when reporting on race and ethnicity.
   F. Consider the time of classes and the alignment with the county transportation schedules.
   G. Build a mentoring and working together component as mentioned in Reflection section of Program Review.
   H. Increase:
      1. Outreach to work force advisory boards
      2. Outreach and high school engagement
      3. Exploration of new technology
      4. Incorporation of diverse instructional modalities to broaden access for incumbent workers (full and part-time) and emerging learners (stated in Section V)

6. **Commendations**