



# **WORKFORCE DEVELOPMENT & CAREER EDUCATION**

## **PRAC PRESENTATION**

November 10, 2020

Alina Varona

# CONNECTION TO COLLEGE GOALS AND PRIORITIES

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- **STUDENT ACCESS AND SUCCESS**

Career Education students are more diverse and more often first generation.

- **EQUITY**

Student-centered, data driven approach with explicit focus on disproportionately served and impacted communities: Adult Education Program, Perkins, and Strong Workforce goals and metrics.

- **INSTRUCTIONAL PROGRAMS**

Deliver high quality, relevant career education informed by robust industry advisory committee feedback, 360 surveys, and other in-time assessment.

- **INDIAN VALLEY CAMPUS**

Support development of IVC as Workforce Summit hub for Marin County with vibrant farm, state of the art equipment, and a future fabrication lab.

- **COLLEGE SYSTEMS**

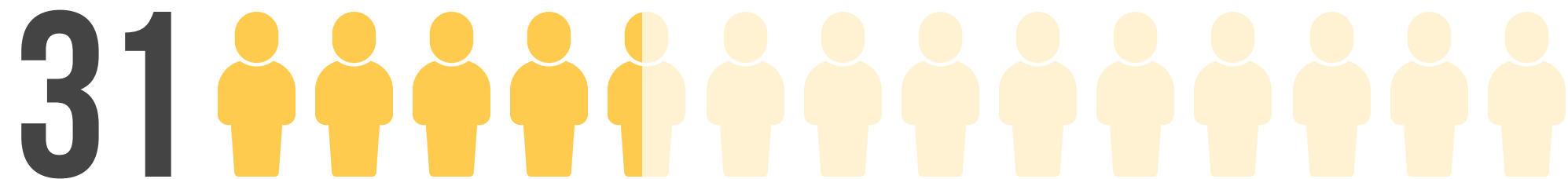
Enhance programs, support innovation, and connect to the broader bay region through workforce programs and innovative partnerships.

- **COMMUNITY ENGAGEMENT AND RESPONSIVENESS**

Partner with industry and community partners to develop and deliver responsive, meaningful training: E2C, Academies, Farm events and courses.

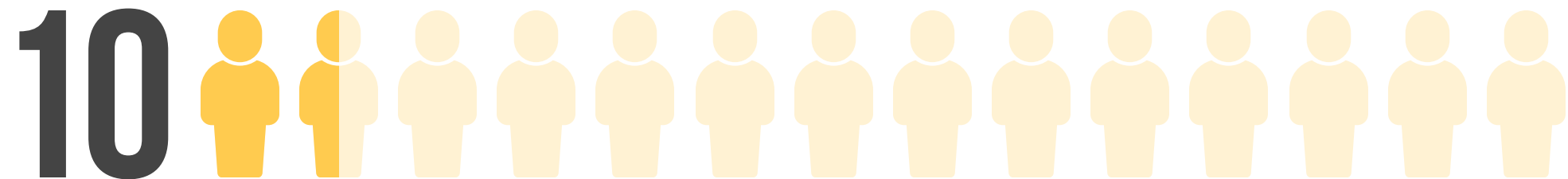
# DEPARTMENT OVERVIEW

Total Teaching Units: 530.68 Total Coordination Units: 25



Faculty-Full Time: 6 (Includes One Department Chair)

Part Time: 25



Non Faculty-Administrators: 2 Manager: 1 Full Time Staff: 4

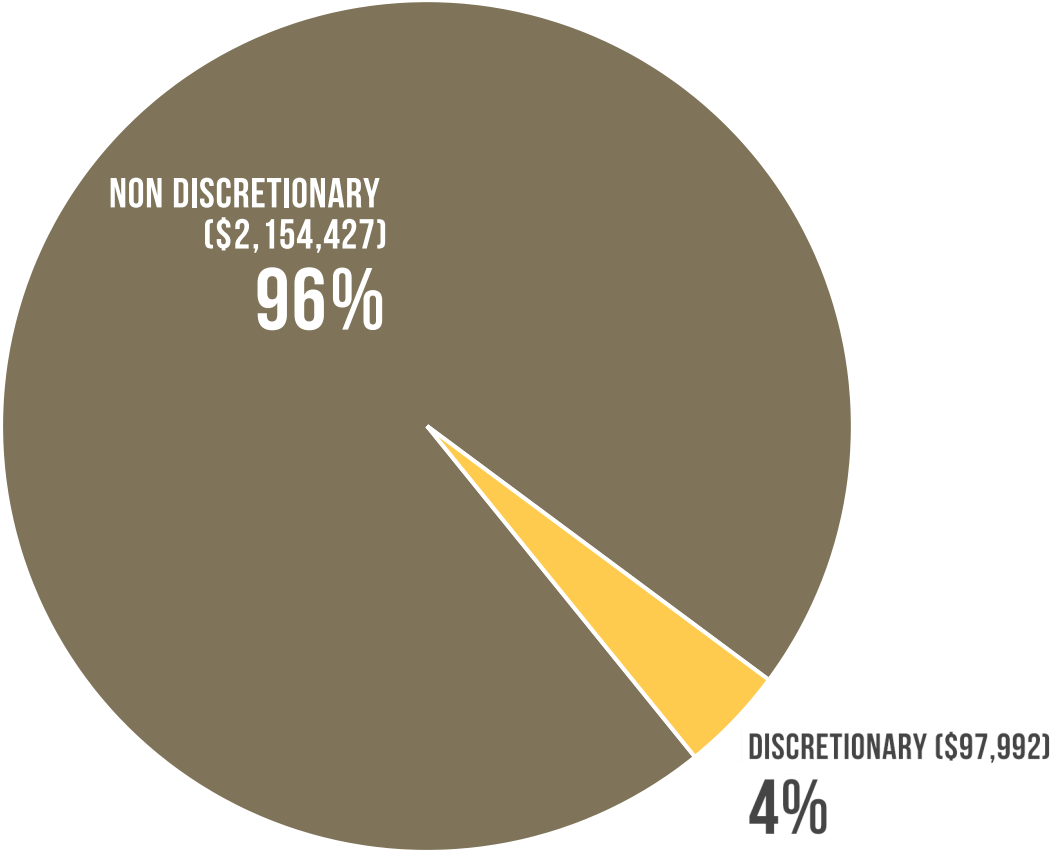
Full Time Program Support: 1 Part Time Program Support: 8

# DEPARTMENT OVERVIEW

AREA	ADMINISTRATORS	FACULTY	STAFF	TEACHING UNITS	Coordination Units
Auto Collision and Repair (ACRT)		1 FT (Chair); 3 PT	Shared w Auto Tech	38.9	5.0
Court Reporting (COURT)		5 PT	3 PT	86.05	6.00
Computer Info Systems CIS		5 PT	1 FT /1 PT	70.75	6.00
Automotive Technology (AUTO)		1 FT 2 PT	1 PT	96.5	2.0
Machine Metals Technology (MACH)		2 PT	1 PT	58.7	0.0
Administration of Justice (AJ)		1 FT 2 PT	0	31.9	0
Education(EDUC) Work Experience (WE)		AJ FT Faculty	0	12 EDUC 13 WE	0
Farm	1 FT Manager	0	1 FT/ 2 PT	N/A	N/A
Multi Media Studies		2 FT 2 PT		97.30	0
ELND		1 FT 4 PT	0	19.03	0
ELEC				6.55	0
Career Education	1 Dean 1 Director	0	3 FT/1PT	N/A	N/A

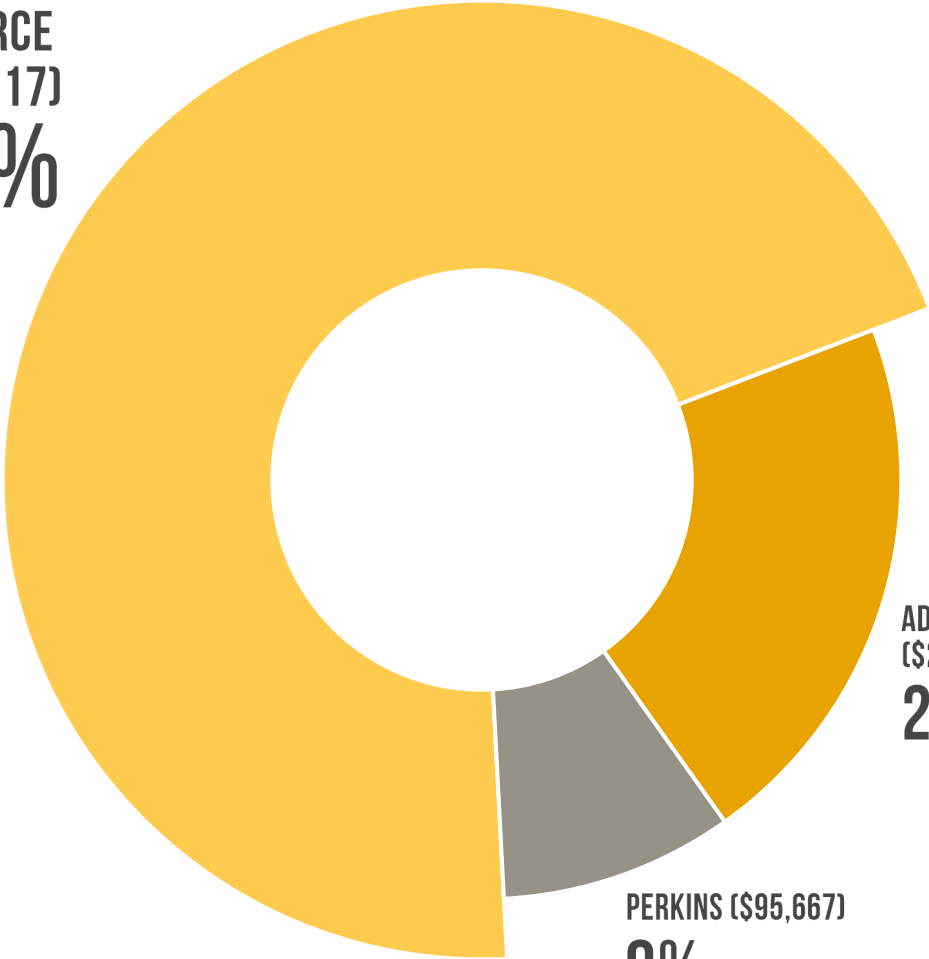
# BUDGET

## UNRESTRICTED FUNDS

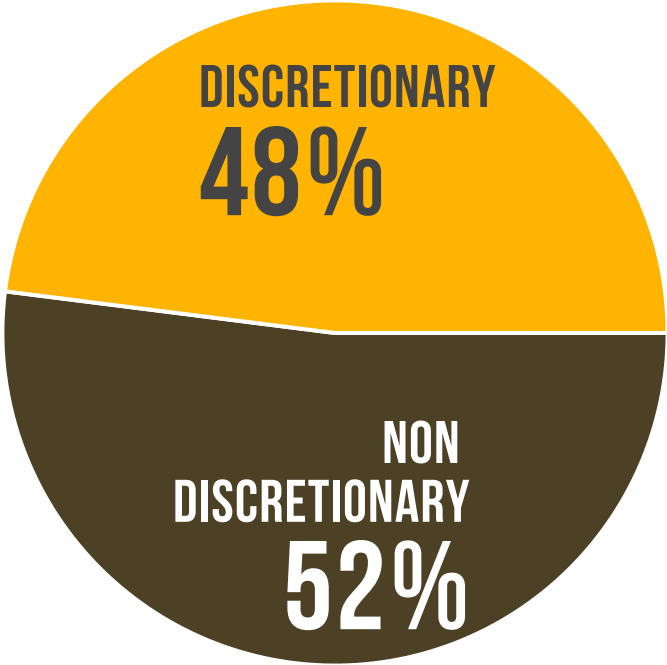


# CATEGORICAL BUDGET

STRONG  
WORKFORCE  
(\$757,517)  
**70%**



## Restricted Funds



# CAREER EDUCATION OUTCOMES

Source:<http://prie.marin.edu/sites/prie/files/TimeToDegreeByProgram1718to1920.pdf>



51

DEGREES

136

CERTIFICATES

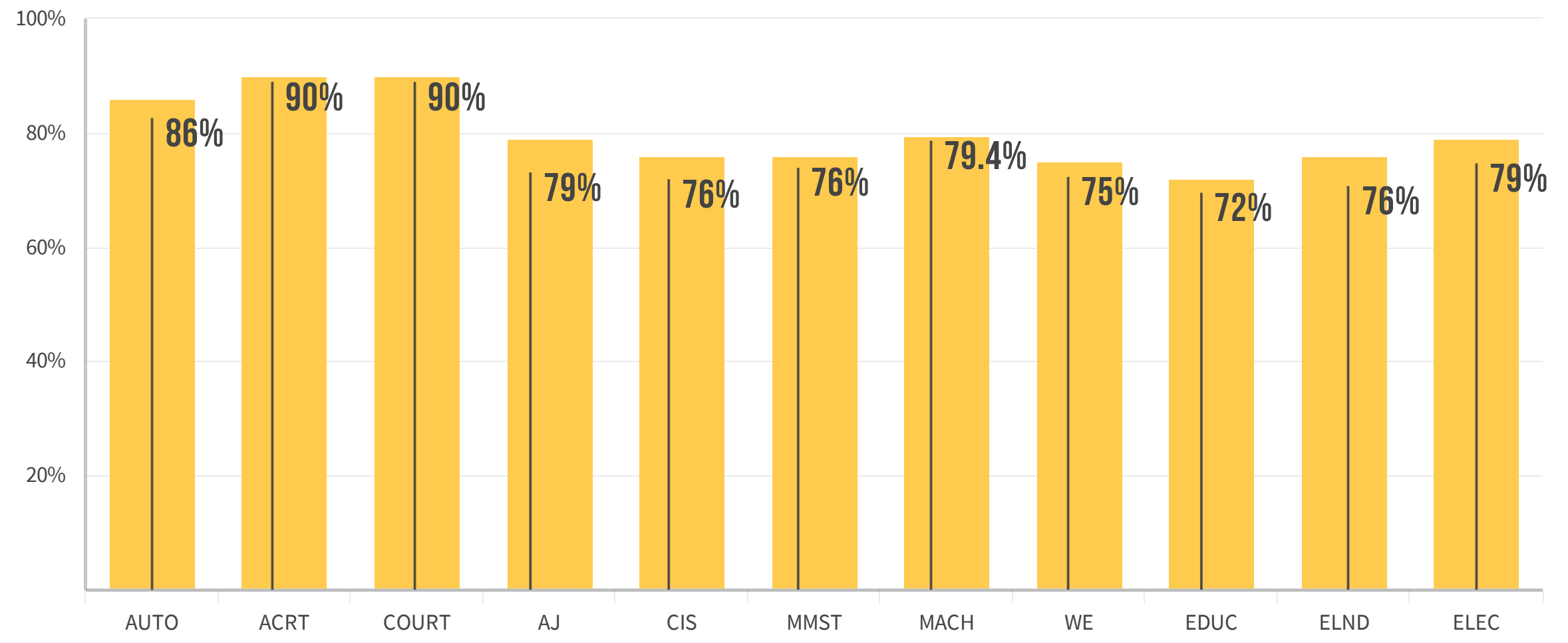
166

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

1,507 STUDENTS SERVED 2019-2020

# COURSE COMPLETION

Success percentage average across academic years fall 2017-spring 2020 and across campuses and modalities.

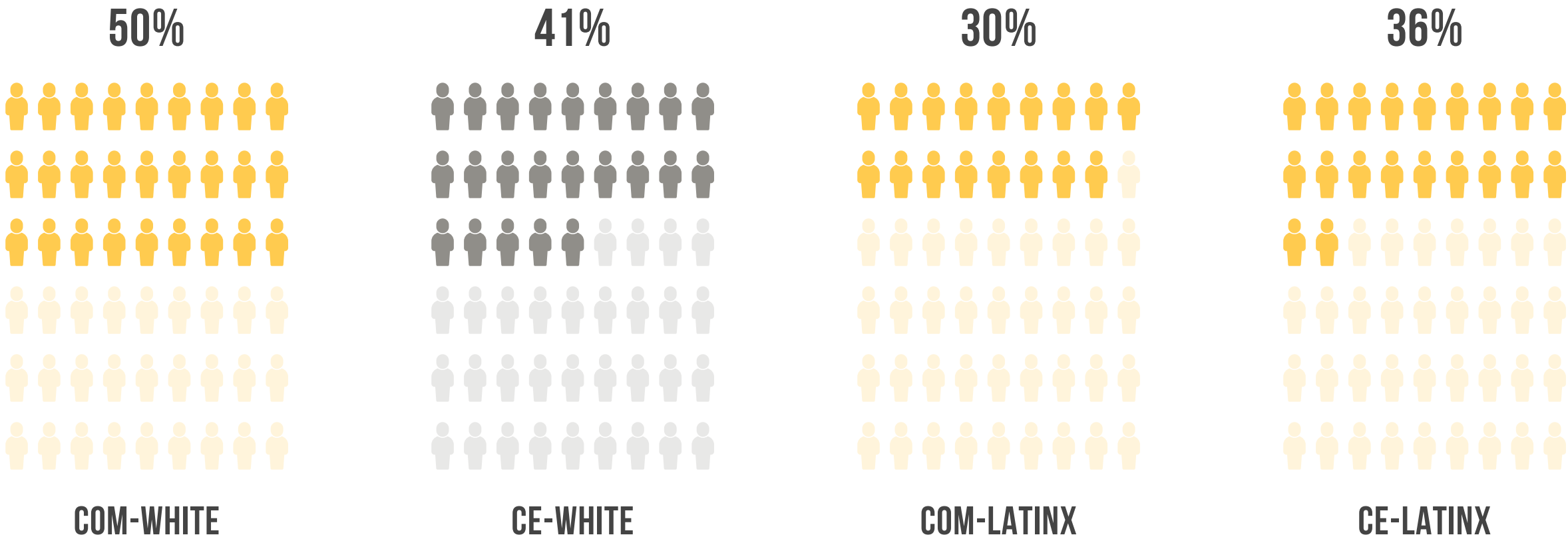




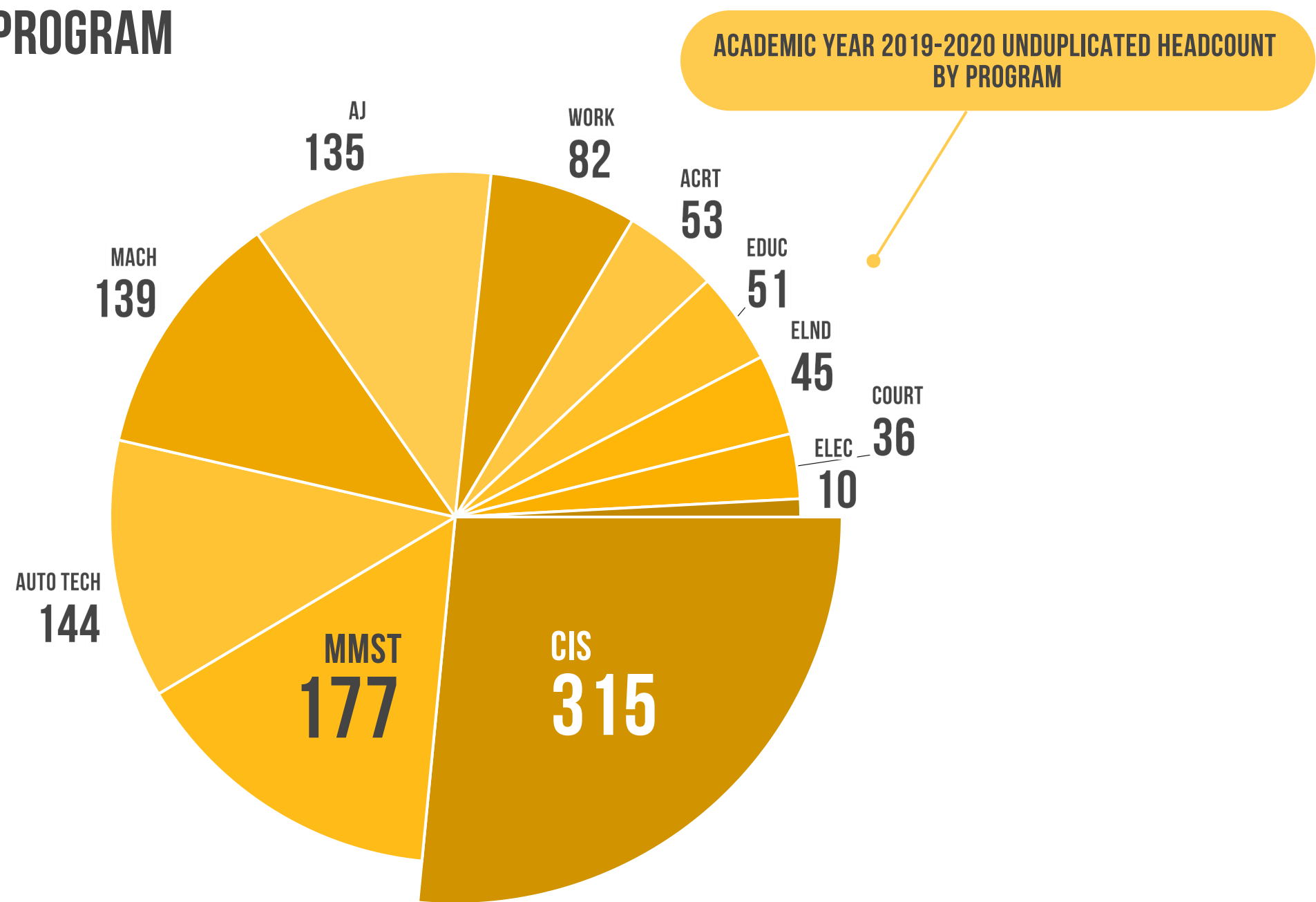
AVERAGE FOR TWO LARGEST REPRESENTED STUDENT GROUPS ACROSS 8 LARGEST CAREER EDUCATION PROGRAMS

# STUDENT DEMOGRAPHICS

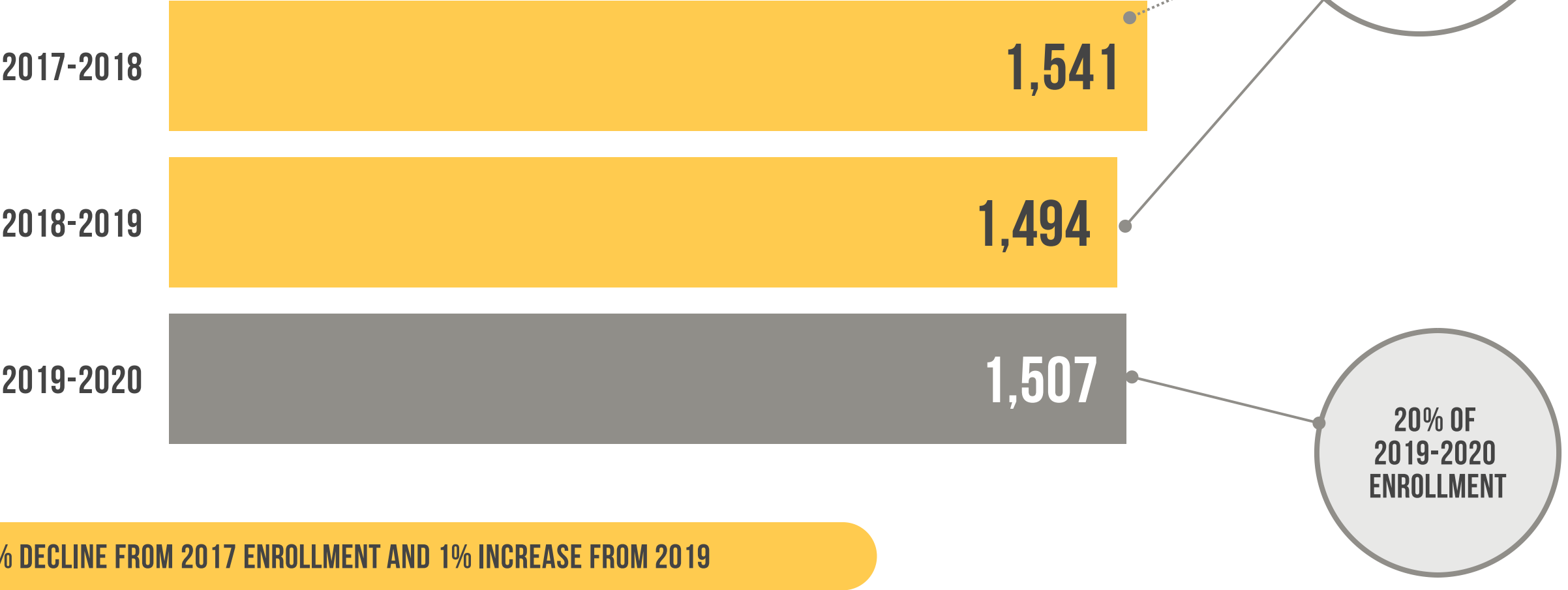
Source: College of Marin Program Data 2017-2020 and COM Fast Facts 2018-2019



# ENROLLMENTS BY PROGRAM

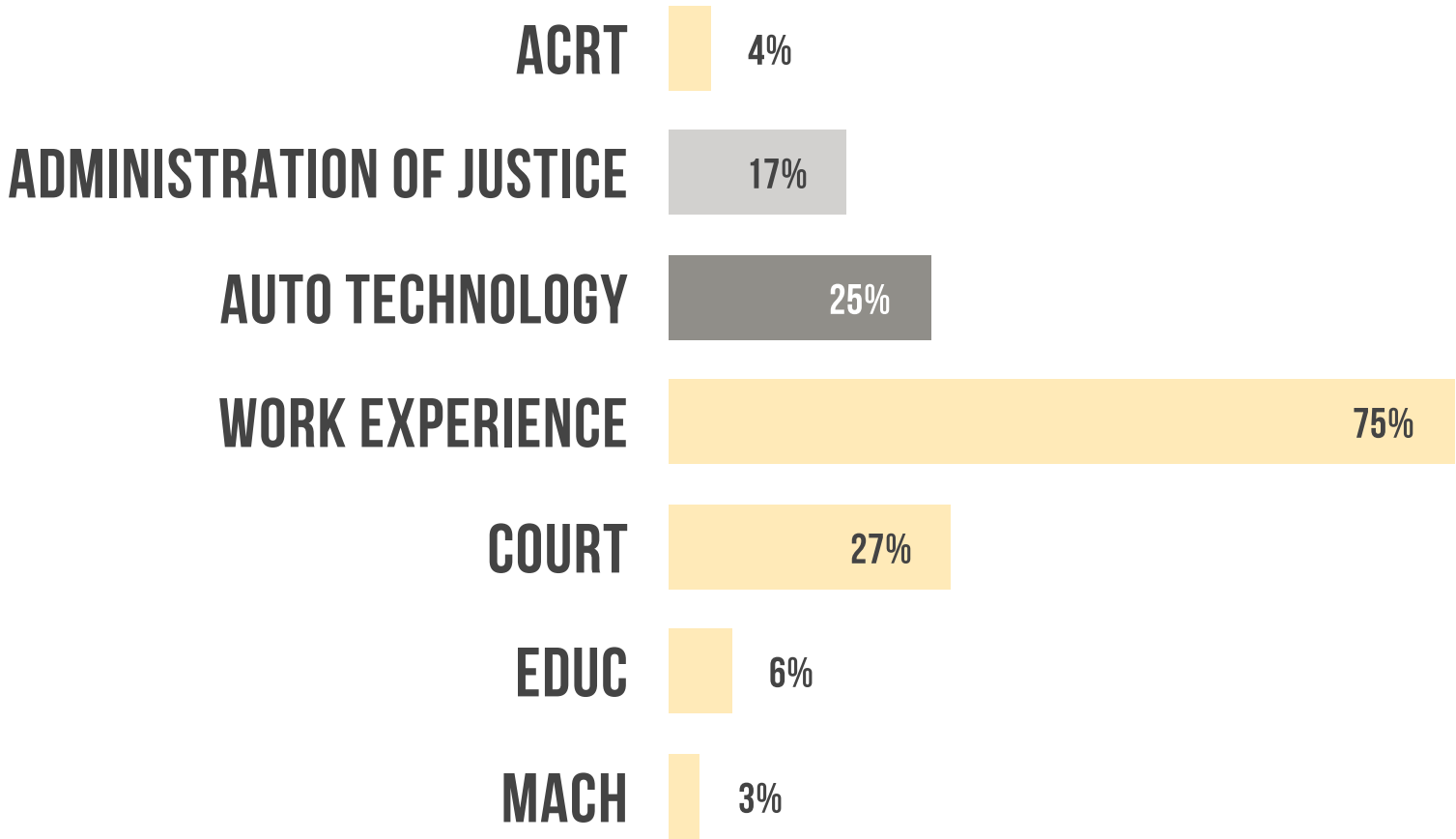


# ENROLLMENT OVERVIEW



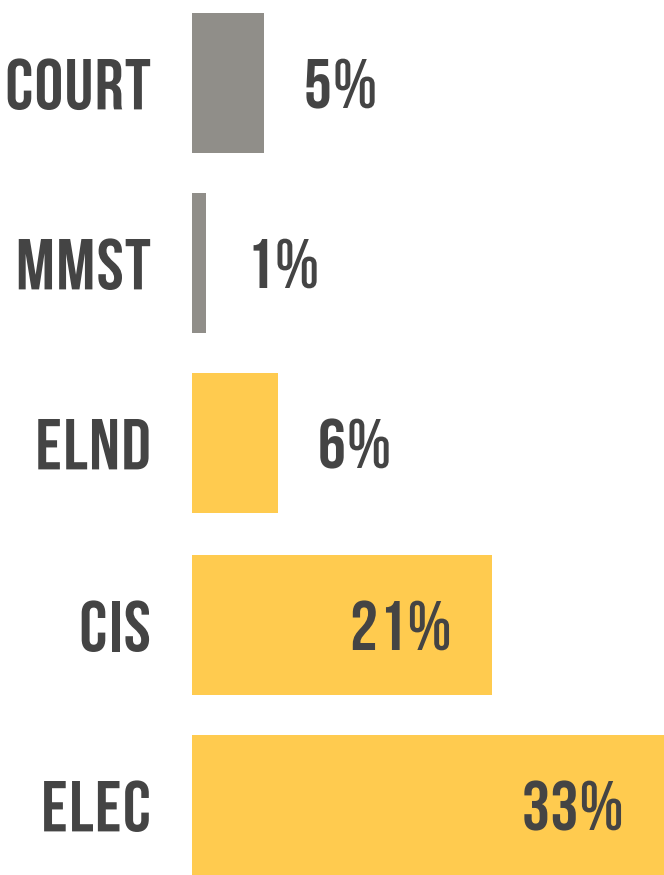
# TREND LINES: ENROLLMENT GROWTH

Source: Program Review data 2017-2020. Growth defined as program enrollment increase from 2017 unduplicated total enrollment baseline. Includes spring 2020 semester.



# TREND LINES: ENROLLMENT DECLINES

Source: Program Review data 2017-2020. Decline defined as program enrollment decrease from 2017 unduplicated total enrollment baseline. Includes spring 2020 semester.



# NUANCING THE NUMBERS

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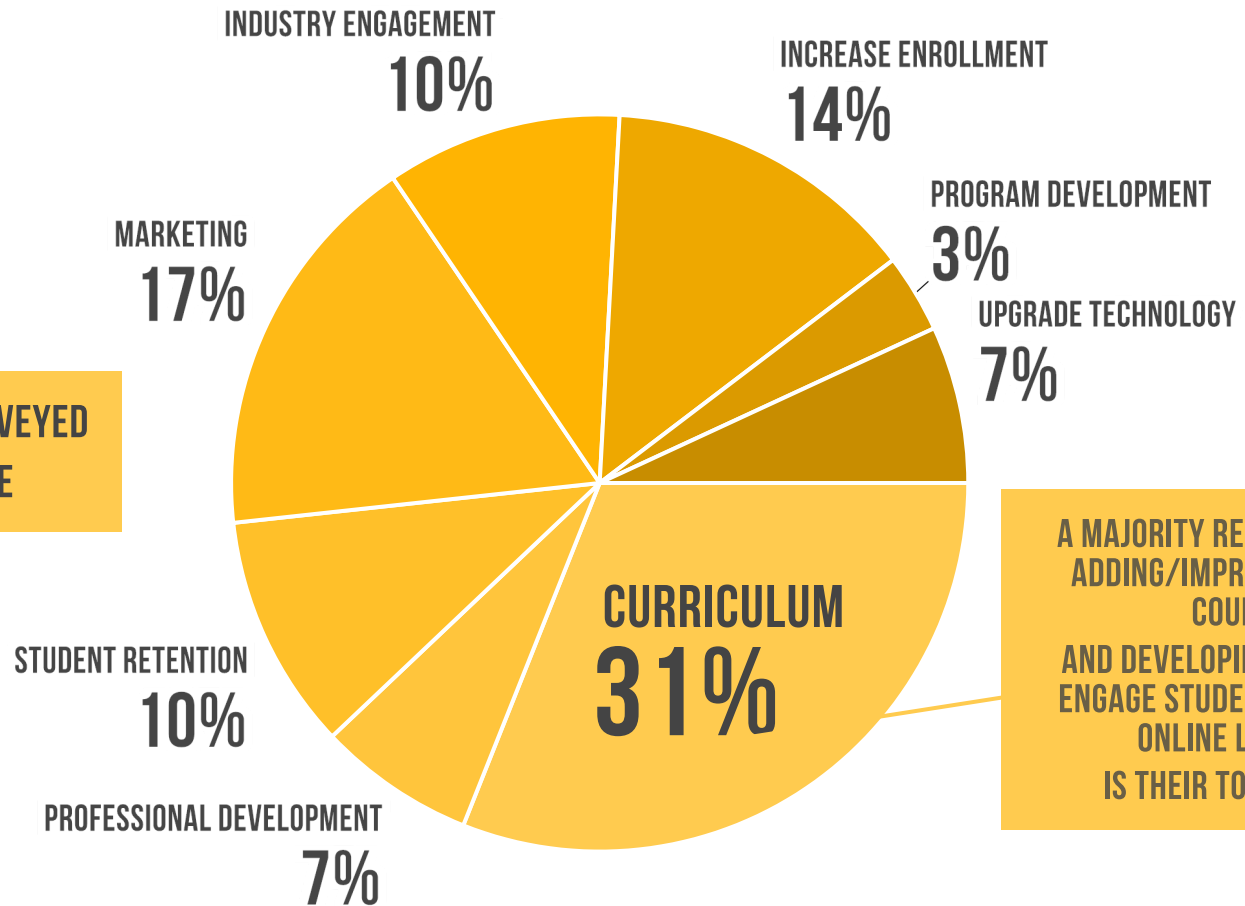
Items to Consider

- **CE STUDENTS ARE MORE DIVERSE THAN BROADER COM STUDENT POPULATION**
- **CE STUDENTS WORK MORE**
- **CE STUDENTS ATTEND PART TIME**
- **CE STUDENTS SEEK CAREER ADVANCEMENT & WAGE GROWTH**
- **STUDENTS FACE FINANCIAL AID CONUNDRUM**
  - Time out on BOG
  - Ineligibility for FIN AID
  - Need for CE Scholarship's akin to Grove Scholars model

# FACULTY FEEDBACK

Top Priorities for 2020-2021

APPROX. 42 FACULTY SURVEYED  
34% RESPONSE RATE



A MAJORITY RESPONDED THAT  
ADDING/IMPROVING ONLINE  
COURSES  
AND DEVELOPING CONTENT TO  
ENGAGE STUDENTS THROUGH  
ONLINE LEARNING  
IS THEIR TOP PRIORITY.

FACULTY

A vertical image on the left side of the page showing a robotic arm in a dark industrial setting. Sparks are flying from a welding point at the bottom, and the word "INDUSTRY" is written in large, white, bold letters across the middle of the image.

# INDUSTRY

## INDUSTRY FEEDBACK

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### INDUSTRY SAYS:

- Communication and problem solving are the most valuable non-technical skills in demand
- Marketing and messaging/outreach for programs is important
- Jobs with good wages are available
- CAD/CAM knowledge is valuable for job seekers in several fields
- Quality assurance and quality control skills are in big demand



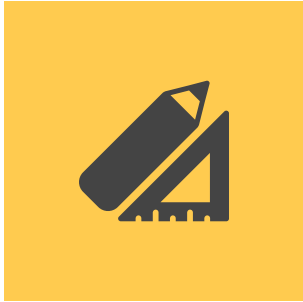
### OUR INDUSTRY PARTNERS WANT TO ENGAGE BY:

- Participating as guest speakers
- Hosting an internship
- Scheduling a company site visit/tour for COM students
- Training our instructors
- Interviewing COM students upon completion once programs are revitalized and equipment is upgraded



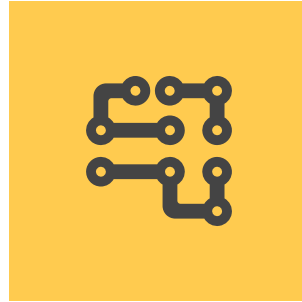
# DEPARTMENT BRIGHT SPOTS

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## NEW PROGRAMS

- Graphic Design Degree
- Short Term Career Education Training
- Increased Opportunities for interdisciplinary projects
- Thriving, Wait listed Construction Training



## MODERNIZED PROGRAMS

- Machine Metals: Digital Fabrication
- Robust Industry Partnership & Engagement
- Opportunities with Tesla
- Programmatic Updates and Equipment Purchases



## PROMISING PRACTICES

- Entry to Automotive 110 & 111: Virtual Reality DE/E2C model opportunities
- Elements of Virtual Reality integrated throughout the automotive and automotive collision repair curriculum
- Farm engagement and sales highest in history
- Regional Collaboration on training and pathway creation

# THE FARM

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# THE FARM AS A LIVING LABORATORY

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## COURSE OFFERINGS

- ELND 109
- HUM 101
- BIO
- MULTI MEDIA STUDIES
- E2C: ELND 191 &139



## STUDENT ENGAGEMENT

- Work Experience
- Work Study
- Dual Enrollment and K-12 Engagement
- Summer Academies



## COMMUNITY EVENTS

- COM Employee Wellness Program
- Rotary Club Job Shadow Day
- Marin School of Environmental Leadership Internship
- Twice Annual Plant Sale
- Olive Oil Harvest
- CSA Boxes

# WORKFORCE: EDUCATION TO CAREERS (E2C) CONSTRUCTION PARTNERSHIP PROGRAM



- **ALL STUDENTS ACHIEVED AN EMPLOYMENT GAIN**

78.3% within the first 6 months after course completion. 70% work full-time.

- **AVERAGE WAGE GROWTH: \$20.69/HR TO \$25.94**

6-months following completion

- **4 COHORTS; 62 STUDENTS SERVED**

100% Latinx cohorts to date

- **54 COMPLETIONS**

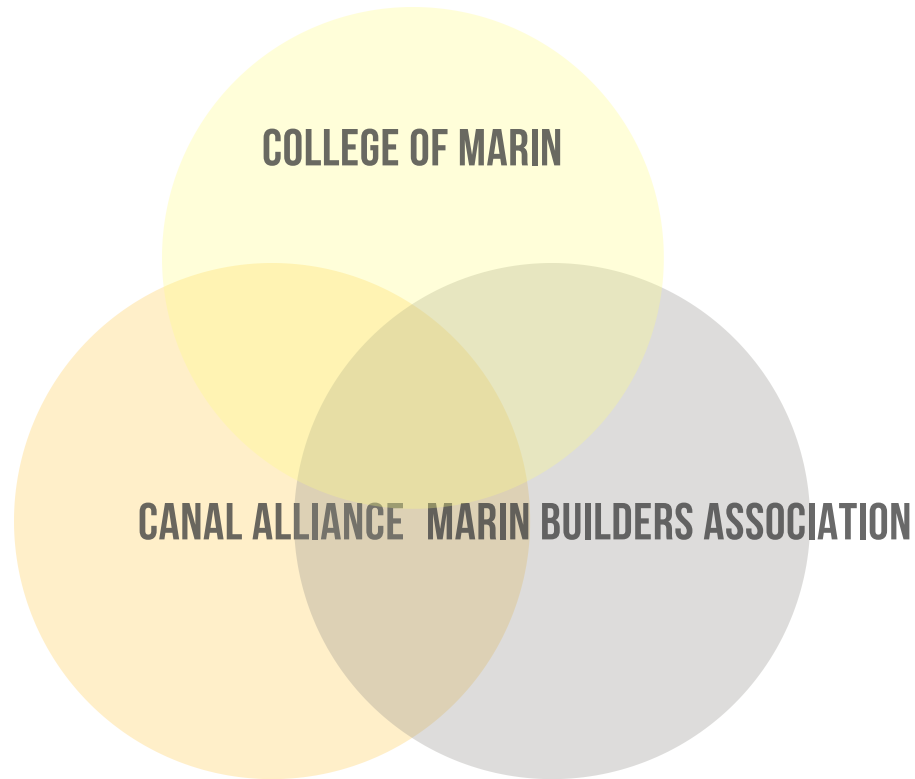
87% Success rate

- **81% ACHIEVED ADDITIONAL EMPLOYMENT GAINS**

New job, a raise, or a promotion

# THE E2C MODEL

Adult Education Supported and Replicable Across Additional Sectors: Business, CIS, and More.



**REPLICATION**

**PATHWAYS**

**STAFFING**

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



## SUMMER ACADEMIES HIGHLIGHTS

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- **3 ACADEMIES IN 2016 & 10 ACADEMIES IN 2019**
- **GROWN FROM 23 STUDENTS TO 223 STUDENTS**
- **163 EARNED COLLEGE CREDIT**
- **15% TOOK COM COURSES FOLLOWING THE ACADEMY**



# ACADEMIES 2.0: COHESIVE PATHWAYS

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## 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/SEQUENTIAL COURSES

## SUMMER ACADEMIES

- PRE-ACADEMY BRIDGING: SOPHOMORE & JUNIOR YEAR
- INCREASE EXTERNAL PARTNERSHIPS
- CREATE COHESIVE CONNECTIVE BEFORE AND AFTER ACADEMY EXPERIENCES

# KEY PROGRAMMATIC UPDATES

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## COURT REPORTING

- Revitalization
- Regular Program Meetings with Academic Senate
- Curriculum Updates
- Non Credit for Skill Building Course families
- Marketing and Website Updates

## ENVIRONMENTAL LANDSCAPING

- Discontinuance
- Regular meetings with cross-functional committee finalizing recommendations
- Focus on preserving E2C partnership and ELND 109-Organic Farming
- Supporting students still in pathway



## **PERSONNEL NEEDS: FACULTY**

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**1 MACHINE METALS: NO FULL TIME FACULTY**

**2 ADMINISTRATION OF JUSTICE: PENDING RETIREMENT**

**3 COURT REPORTING: NO FULL TIME FACULTY**

**4 COMPUTER INFORMATION SYSTEM**

# PROGRAMMATIC SUPPORT



## MACHINE METALS

One full time faculty

Support modernization of machine metals

Support oversight of a Fabrication Lab (aka MakersSpace): a student-centered inter and multi disciplinary space that supports STEAM+ disciplines across the College.



## LEGAL PATHWAY

One full time faculty

Serves across legal pathway

Supports Court, AJ, and the development of a legal pathway that includes a 2+2+3 model.



## DATA COLLECTION

One part time research analyst

Categorically funded; specialization in Career Education

Support increased capacity for data collection, tracking, and increased infrastructure across all CE



# FUTURE PROGRAMS AND OPPORTUNITIES

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## • “FAB” LAB

- Leverage Makers momentum and learnings
- Conduct space assessment for labs and instruction
- Collaboration with Laney on model and discipline
- Secure private funding and donations

## • IT PATHWAY

- CIS as three distinct bridging components
- Entry level noncredit bridge, Business core, and professional training/IT
- Specialization to include professional training, cyber security apprenticeship
- Examine regional collaboration

## • LEGAL PATHWAY

- 2+2+3 Model: 2 Year Associate Degree, 2-Year Bachelor’s Degree, 3-Year Juris Doctorate
- Connection to increased dual enrollment, Court, AJ,
- DREAM Center that incorporates legal clinics and provides community support
- Greater focus on re-entry programs and training

## • FARM AS LIVING LABORATORY

- Educator Conferences and events for K-12 partners; increased dual enrollment
- Farm Fellows in partnership with UC Davis, Berkeley
- Short-Term Hemp Training Program
- Increased use a living laboratory in key instructional areas across the College

# QUESTIONS AND DISCUSSION

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# THANK YOU.

**Alina Varona**

Dean, Workforce  
Development and Career  
Education

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**COLLEGE OF MARIN: DREAM. LEARN. ACHIEVE.**