STRONG WORKFORCE PROGRAM

Learn by Doing at Los Rios Community Colleges

Los Rios Community College District
Board of Trustees
Wednesday, May 10, 2017
25 Task Force Recommendations in 7 Key Areas

1. Student Success
2. Career Pathways
3. Workforce Data and Outcomes
4. Curriculum
5. CTE Faculty
6. Regional Collaboration
7. Funding
Growing Demand for Middle Skill Workers

California needs one million more associate degrees, certificates, or industry-valued credentials by 2025.

Percentage of Jobs Requiring More than a High School Diploma

- In the 1970s: 28%
- In 1992: 56%
- By 2020: 65%

Source: Georgetown University Center on Education and the Workforce
CTE: The Path Out of Poverty

$66,000
AA–Career & Technical Education
5-years later

$54,550
Bachelor’s Degree
5-years later

$54,850
Living Wage for 2-parent family, 2 children (1 working parent)

$38,500
AA–General Education
5-years later

Source: MTI Living Wage Calculator, Sacramento County; Salary Surfer; University of California, UC Undergraduate Alumni Outcomes
Strong Workforce Program Objectives

MORE CTE
- FTES, enrollments, courses, programs

BETTER CTE Outcomes
- Student academic success
- Labor market success

EQUITY
- Close equity gaps in program access, completion, and earnings of underserved demographic groups
Strong Workforce Program Allocation, 2016-17

The North Far North Region received $17.4 million.

- $10.4 million for local planning
  - Los Rios colleges: $5.2 million
  - All other NFN colleges: $5.2 million

- $7 million for regional planning

Los Rios Local Allocation

- ARC, 41%
- SCC, 25%
- CRC, 19%
- FLC, 11%
- DO, 4%
Planning Approach

Does the investment prepare students for living wage, high skill careers?

How do we sync curricula to the latest industry standards?

How can we embed employability skills into the curriculum?

Does the investment improve student persistence and program completion?

Does the investment lead to gainful employment in field of study?
Local Investments by Sector

Across All CTE Programs: $1,434,133
Health: $925,457
Manufacturing: $658,686
Transportation: $655,360
Construction: $505,742
ICT: $339,884
Retail/Hospitality/Tourism: $299,441
Early Childhood Education: $208,354
Public Service: $71,440
Business: $59,733
Three-Year Targets

- Increase course enrollments by 6% in three years
- Increase number of awards conferred by 16% over three years
- Improve employment outcomes: living wage attainment and median wage gains
Employment Outcomes

Los Rios will track employment outcomes through two methods:
1. EDD wage matching
2. CTE Outcome Survey

We will know the program is a success if our completers and skill builders:
1. Earn a living wage
2. Experience an increase in earnings one year after exiting the program (compared to one year before)
3. Find a job that is closely related to their field of study
CRC Emergency Medical Services
Program: Matt McHugh
## California EMT NREMT Pass Rates

<table>
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<th>EMT Training Programs</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>1st time Pass Rate 5 year average</th>
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<td>(Full time Programs)</td>
<td>1st Attempt</td>
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<td>1st Attempt</td>
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<td>110 Los Angeles County Fire</td>
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<td>100%</td>
<td>94%</td>
<td>100%</td>
<td>100%</td>
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<td>98%</td>
<td>96%</td>
<td>96%</td>
<td>93%</td>
<td>95.00%</td>
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<td>4 Cosumnes River College</td>
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<td>95%</td>
<td>100%</td>
<td>90%</td>
<td>96%</td>
<td>94.80%</td>
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<td>5 College of San Mateo</td>
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<td>90%</td>
<td>97%</td>
<td>98%</td>
<td>94%</td>
<td>93.00%</td>
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<td>6 Butte College Fire Academy</td>
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<td>100%</td>
<td>94%</td>
<td>92%</td>
<td>86%</td>
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<td>90%</td>
<td>93%</td>
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<td>88%</td>
<td>89%</td>
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<td>91%</td>
<td>88%</td>
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<td>89%</td>
<td>84%</td>
<td>83%</td>
<td>82%</td>
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<td>88%</td>
<td>85%</td>
<td>84%</td>
<td>79%</td>
<td>84.40%</td>
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CRC Fire Technology Program
CRC Fire Technology Program

• Degree
  – A.A. Fire Technology

• Certificate of Achievement
  – Fire Technology
  – Fire Fighting Academy and Internship
  – Fire Technology
CRC Fire Technology Program

CRC & Cosumnes Fire Department Partnership

Supports the Fire Technology Academy and Internship Certificate Program

Cosumnes Fire Department provides:

• Use of training grounds at no cost to CRC
• Equipment and supplies

CRC pays for some faculty
Student Experience: Jeff Mckey
FLC Administration of Justice Program: Reynando Accoe
FLC Administration of Justice

• The Administration of Justice Program at FLC is educating students for the competent use of law enforcement skills that affirm Social Justice.

• Our Administration of Justice Program aligns with President Obama’s Task Force on 21st Century Policing that stresses community policing and building trust in the communities we police.
**FLC Administration of Justice**

- **Where we were:** A program that too strongly mirrored police academy training. Classes reflected redundant instruction reflective of militaristic academy skills building.

- **Where we are going:** Curriculum that uses a social justice lens that educates students in the competent use of Police Officer Standards & Training mandated job skills.

- **How we will get there:** Affirm procedural justice and police legitimacy to develop trust with the communities we serve.
Student Experience: William Duggan
SWP Moving Forward

1. Unemployment rate 
   2016-17: 1/3 
   2017-18+: 1/3

2. Proportion of CTE FTEs 
   2016-17: 1/3 
   2017-18+: 1/3

3. Projected job openings 
   2016-17: 1/3 
   2017-18+: 1/6

4. Successful student outcomes 
   2016-17: 0 
   2017-18+: 1/6
17% Incentive Model

Round 1: 2017-18 through 2020-21

• Enrollments
• Completion
• Transfer to 4-year institution

Round 2: 2021-22 through 2024-25

• Completion
• Transfer to 4-year institution
• Employment
• Earnings
• Skills-gains
Extra points are awarded for economically disadvantaged students who attain these outcomes.

using a points system, colleges and regions receive additional funding for every CTE student who...
The Chancellor’s Office is recognizing outstanding Career Technical Education (CTE) programs across the state with Star Awards. To qualify for a Star Award, CTE program outcomes show at least one of the following:

- An increase in earnings by 50% or more
- Attainment of the regional living wage by 70% or more
- 90% or more employed in their field of study

**American River College**
- Biotechnology & Biomedical Technology

**Folsom Lake College**
- Medical Laboratory Technology

**Sacramento City College**
- Advanced Transportation & Renewable Energy
- Health
Thank you!

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