



SDIC COMMUNITY COLLEGE WORKFORCE DEVELOPMENT COUNCIL MEETING

December 10, 2021
10:30 am - 12:00 pm
Zoom Minutes

VOTING MEMBERS:

Javier Ayala, Dean, Career Technical Education/Workforce Development, Grossmont College
Ruishan Chow, Regional Director, Advanced Manufacturing
Jonathan Kropp, Regional Director, Advanced Transportation and Logistics
Larry McLemore, Dean, Career & Technical Education, Cuyamaca College
Tina Recalde, Dean, Health Sciences, SD Mesa College
Duane Rinehart, Regional Director, ICT/Digital Media
Cassandra Storey, Dean, Healthcare Careers & Community Education, SD College of Continuing Education
Al Taccone, Dean, Career & Technical Education, MiraCosta College
Susan Wyche, Dean, Career, Technical, and Extended Education, Palomar College

NON-VOTING MEMBERS:

Molly Ash, Manager, Regional Consortium
Alex Berry, Program Manager, SD College of Continuing Education
Danene Brown, Chair, Regional Consortium
Heather Cavazos, Coordinator, K14 Professional Development, Regional Consortium
Robert Chu, Administrative Support Assistant, Center of Excellence for Labor Market Research
Teresa Collis, CTE Coordinator, Oceanside Unified School District
Pavel Consuegra, Work-based Learning Specialist, Grossmont College
Sally Cox, Executive Director, GCCCD Foundation
Svetlana Darche, Senior Research Associate, WestEd
George Dowden, Career Education Program Coordinator, Cuyamaca College
Shari Duran, K12 SWP TOSA, Steele Canyon High School
John Edwards, Research Analyst, Center of Excellence for Labor Market Research
Priscilla Fernandez, Research Analyst, Center of Excellence for Labor Market
Tasha Frankie, Assistant Professor, SD Mesa College
Ben Gamboa, Associate Dean, Career Education, MiraCosta College
Hải Hoàng, Research Analyst, SD Mesa College
Christine Jensen, K12 SWP Pathway Coordinator, Southwestern Community College District
Cloris Johnson, Program Support Technician, SDCCD
Kevin McMackin, Director of Strategic Partnerships, Regional Consortium
Esteban Monge, Work-based Learning Specialist, Grossmont Union High School District
Tina Ngo Bartel, Director, Center of Excellence for Labor Market Research
Alex Ortega, Jr., Job Placement Coordinator, SD Miramar College
Frank Pancucci, Director of Workforce Development, San Diego Workforce Partnership
Amertah Perman, Dean, Career Education and Workforce Development, SDCCD
Bruce Reaves, Job Placement Coordinator, Palomar College

Nichol Roe, Interim Dean, Career Technical and Extended Education, Palomar College
Monica Romero, Associate Dean, CTE, San Diego Mesa College
Monica Rosas, Coordinator, K14 Professional Development, Regional Consortium
Nancy Saks, Senior Dean of Allied Health and Nursing, Grossmont College
Luisa Schultz, Project Coordinator, Southwestern College
Suzanne Sebring, Pathways Manager, Regional Consortium
Victor Torres, Associate Dean, Workforce Development and Non-Traditional Instruction, Imperial Valley College
Leslie Wisdom, K14 Technical Assistance Provider (TAP), Regional Consortium
Christopher Yerkes, Program Specialist, Regional Consortium

D. Brown called the meeting to order at 10:32 am

1. Welcome/Introductions
2. Approval of September October 8, 2021 Minutes
 - Motion to approve by J. Ayala, second by A. Taccone, **unanimously approved**
3. Program Recommendations from Deans' Council: A. Taccone announced the following programs were recommended:
 - Cuyamaca College
 - [Advanced Water Treatment](#); NEW; CoA; A.
 - MiraCosta College
 - [Certificate Of Achievement In Hospitality Management](#); MODIFICATION; CoA
 - [Associate In Arts Hospitality Management](#); MODIFICATION; A.A.
 - [Certificate Of Achievement In Restaurant Management](#); MODIFICATION; CoA
 - [Associate In Arts Restaurant Management](#); MODIFICATION; A.A
4. Employer Engagement Graphic - Draft: K. McMackin shared two versions of the new draft - Employer Engagement Graphic. One version is for internal use, which includes regional goals and outcomes. The other version will be to share with employers. K. McMackin asked for WDC to review the models and share any feedback with him. These models are drafts and are not to be shared publically at this time.
5. CCCAOE Update: N. Roe gave information about the spring 2022 CCCAOE Conference. The conference will take place April 6-8, 2022. Advocacy Day will be April 5, 2022. The deadline to submit proposals for the conference is January 21, 2022. There are also upcoming CCCAOE Leadership Academies. Level 1.0 will take place May 24-27, 2022 and level 2.0 will take place June 13-16, 2022. Nominations for the 2022-2023 CCCAOE Board are due February 4, 2022. Open positions include President-Elect, Deputy Treasurer, and Regional Vice Presidents. The full update can be found [here](#).
6. SWP Implementation Update:
 - Career Pathways:
 - K-14: A. Perman shared that the group has been focused on Early College Credit initiatives, alignment to regional equity efforts, program finder updates and implementation, and making space for intersegmental partnerships across K-12, adult ed. and community college practitioners for career pathways. Early College

Credit initiative accomplishments include the regional adoption of [early college credit definitions](#) and the first [regional early college credit flyer](#) for high school students, parents, and counselors focused specifically on dual enrollment, concurrent enrollment, and articulation credit by exam. Final early college credit definitions were approved by ROC on November 19, 2021. The workgroup's focus on alignment of equity goals included a September 2021 presentation from B. Gamboa, on the Regional Equity Project. Pathway alignment and outreach efforts focused on updated data collection for the K-12 pathway and CCC programs and integration into the Program Finder tool. During the November 2021 workgroup meeting, the Imperial County Office of Education (ICOE) presented their implementation and promotion of the Program Finder tool. ICOE also presented their current CTE Course Guide. This spring, the workgroup will be inviting others to share their tools and resources as well. In support of K-14 intersegmental partnership activities, the workgroup reviewed and approved an [Options After High School Survey](#). The purpose is providing the opportunity for the SDICCC Regional Consortium, high school and community college career education staff to gain insight about the current student CTE pathway experience, as well as their plans to continue their pathway journey after high school. The survey will be disseminated in January 2022.

- Middle School/High School Engagement (MS/HS): S. Sebring said that in fall 2021, the MS/HS Engagement Workgroup changed their focus to help our K-12 partners connect more with the college campuses for intentional middle and high school student engagement and awareness of Career Education programs. Moving forward, the MS/HS Engagement Advisory will be a regional convening, once per semester (fall and spring), of key college outreach staff, K-12 Strong Workforce Program Pathway Coordinators, and K-12 CTE district leads to plan and work together to create meaningful, hands-on, career education student experiences at the colleges. L. Menchaca, Acting Dean, Outreach and Student Affairs, San Diego Community College District, presented on his previous work at San Diego City College. He highlighted their CTE outreach efforts in collaboration with their K-12 partners. A Community of Practice (CoP) has also been implemented by L. Wisdom to facilitate region-wide discussions among community college outreach staff concerning their CTE outreach efforts.
- Adult Ed. & Noncredit: The Adult Education & Noncredit workgroup met on October 5, 2021 to discuss the coding project worked on during the 2020-2021 fiscal year and decide on next steps for this work. On November 2, 2021, the workgroup discussed the refinement of its annual goals and expected outcomes for the 2021-2022 fiscal year and beyond. This included an approach to moving forward with the coding & alignment project and considerations to consider as we move forward with this important work. These [planning documents](#) were shared at the Super Region meeting on November 9, 2021. Noncredit has been added to the mapping tool and the repository. A Noncredit CoP including the data leads from each partner will be starting soon. One responsibility will be keeping the data repository up-to-date and work on course and program alignment.
- Credit for Prior Learning (CPL): N. Roe shared that the group is holding their last orientation training on December 14, 2021. Previous trainings were held in October 2021 and November 2021. Leads from every college have been identified and are taking ideas from workgroup's discussions back to their colleges to have conversations on policy, processes, data tracking, fees and other topics important to CPL. Starting in spring 2022 through the end of the year, the CPL leads will have monthly CoPs to

continue planning. The first brainstorming session for the Train the Trainer series took place this fall. The hope is to pilot the training series in spring 2022 and open it to the region in summer 2022.

- Rising Scholars: S. Sebring shared that this is the first year the Rising Scholars Network has been incorporated into the region's Career Pathways work. The San Diego & Imperial Counties already had a regular monthly meeting for those participating in formerly incarcerated/incarcerated education and Career Pathways has provided a recurring space on their monthly agenda. The goal for this year is to work together to build a repository of industry partners willing to provide work-based learning opportunities and jobs to justice-impacted scholars, including the regional Rising Scholars representative who is the main contact for that resource. The repository also has links to job opportunities for this disproportionately impacted population. The region is creating a marketing video through a grant from Southwestern College to be shared with justice impacted students letting them know they are welcome at the region's colleges and that there are resources available to them.
- Pathway Navigation: J. Ayala shared that colleges have been presenting in the monthly workgroup meetings and at the quarterly CoPs. At the September 24, 2021 CoP, J. Ayala and R. Nasori presented Emerging and Promising Practices for Career Exploration before Education Planning. M. Patel provided insight on how they are modernizing career services through an equity lens for BIPOC students. Equity data that highlighted promising practices across the region was also shared. At the November 18, 2021 workgroup meeting, S. Knox shared how data is used for equity purposes. The final CoP for the region took place on December 3, 2021. Cuyamaca, Palomar, Southwestern and SDCCE all showcased emerging and promising practices. All of these presentations were recorded and will be shared in the [Breakthroughs](#) section of [myworkforceconnection.org](#). The new RFA for Pathway Navigation was released on November 4, 2021. The deadline for colleges to submit their proposals was December 3, 2021.
- WBL/Job Placement: K. McMackin said that the workgroup is completing the WBL inventory. This is the first year with the possibility that SG-21 reporting is included. Colleges that have been working on SG-21 have included that data. The workgroup has been focused on equity in WBL & Job Placement. V. Middlebrooks has been leading those discussions. At the November 17, 2021 workgroup meeting, future goals for the workgroup were also discussed. Additionally, every college has completed their WBL & Job Placement process demonstration and deep dive. The work-based learning professional development has been getting positive feedback from participants. Upcoming cohorts include: Spring 2022: February 25, 2022 through May 2, 2022; Summer 2022: June 17, 2022 through August 8, 2022; Fall 2022: September 23, 2022 through November 14, 2022. An informational flyer can be found [here](#).
- Employer Engagement: K. McMackin shared that the region continues to collaborate with external partners like the San Diego Regional EDC and the San Diego Workforce Partnership on a number of initiatives including [Advancing San Diego](#). Employer participation, feedback and the colleges' willingness to align curriculum with employer needs have all made this project successful. Funding for this project ends in April 2022. Current partners are looking for additional funding opportunities to continue the project, but if there is no additional funding, the goal is to have ongoing collaboration. As part of the initiative, students were invited to participate in a Career Exploration on November 18, 2021. Additionally, on November 12, 2021 students were invited to participate in mock interviews with employers who have participated in the Advancing San Diego.
- Data & Research: A. Berry shared that the Data & Research Committee has moved their meeting to the second Wednesday of every month. They have been hosting presentations on data &

research best practices. In January, planning for the year will begin and a representative from the San Diego County Office of Education will attend the committee meeting. The SDCOE is interested in creating a student records system, which will include WBL experiences that can be shared with potential community college partners. T. Ngo Bartel shared about upcoming data workshops. On December 6 and 8, 2021 the topic of workshop was developing surveys to help instructors get to know their students better. On December 13-14, 2021 are workshops on how to collect and analyze qualitative data. Both of these workshops will be offered again in spring 2022. P. Fernandez presented a sneak preview on a licenses and certifications report The Center of Excellence for Labor Market Research (CoE) will be releasing soon. She shared highlights, said the report would be released January 2022 and answered questions. The full presentation can be found [here](#).

- Marketing: M. Ash shared that in October the region released an RFP to identify a new marketing consultant to further the goals of the marketing work. A selection committee composed of current marketing workgroup members has begun the process to review and score applications and decide which will be invited back for an interview. The selected agency will be offered a 2-year contract. The committee is also getting ready to do an audit of the [careered.org](#) website. They will be holding focus groups around the content and usability of the website. Selected groups including potential students (high school students and incumbent workers), parents of high school students, K12 counselors, and industry partners will examine the functionality, accessibility, and relevance of the information on the website. Each focus group will include a subset of Black and African American participants in an effort to align with the diversity, equity and inclusion research currently being conducted by the region. Additionally, the region has developed three additional career education videos highlighting the Public Safety & Government, Education & Human Development, and Retail, Hospitality & Tourism sectors. These videos are available in the regional Career Education [Youtube](#) page and will be used in program marketing. The three new sectors will also be added to [careered.org](#) and the videos will be embedded there. New Career Ed. collateral has been developed. [Sector handouts](#) and the [2022 Career Education Guide](#) including the new sectors are available. Colleges and K12 institutions can sign up for printed copies [here](#).
- Retention, Success & Support: T. Ngo Bartel share that in-person Faculty Institute 2.0 kick-off event will take place on March 11, 2022. CE Deans at the region's colleges have already begun to recruit for this second cohort. Anyone interested in participating should reach out to their college's CE Dean. A project team is planning the March 11, 2022 event. They are looking for participants from the first cohort to share their experiences and inspire participants in the second cohort. Letters of commitment from participating faculty can be sent to [J. Edwards](#). Letters of commitment and the list of participating faculty names are due on January 31, 2022.

Meeting adjourned at 11:45 am

Archived meeting minutes and handouts ([including meeting recording](#)) can be found in the [Resources Library](#).

Next meeting: Friday, January 14, 2022. Zoom.