INSTRUCTIONS FOR BREAKOUTS

A. Join one of the breakout rooms by district (**slides 9-14** below):

   1. Grossmont-Cuyamaca
   2. MiraCosta
   3. Palomar
   4. San Diego
   5. Southwestern
   6. Imperial Valley

B. Discuss the reflection questions (**slide 2** below), using Table 15 & Table 14 (**slides 3-8** below or p.33-38 of the study)

C. Assign someone to take notes in the slide assigned to your district

REFLECTION QUESTIONS FOR BREAKOUTS

1. Review **Table 15:** Does your college have any of the TOP codes listed? Pick one TOP code to discuss #2.

2. Based on the TOP code you picked in #1, what groups are under- or overrepresented as shown in **Table 14**? Why do you think that is?

3. What successes has your institution experienced with **targeted campaigns** for specific demographic groups (e.g., marketing to women, BIPOC, youth)? **What are some examples across K14?**

4. How could you apply those strategies to increase **recruitment** and/or **retention** of underrepresented students in our programs?

TABLE 15 – PART 1

TOP Code	Priority Program	Cuyamaca	Grossmont	MiraCosta	Palomar	SD Cont. Ed.	City	Mesa	Miramar	South-western
0104.00	Viticulture, Enology, and Wine Business	•		•						
0109.00	Horticulture	•		•						•
0109.10	Landscape Design and Maintenance	•		•						•
0109.30	Nursery Technology	•		•						•
0201.00	Architecture and Architectural Technology			•	•			•		•
0303.00	Environmental Technology	•					•			•
0430.00	Biotechnology and Biomedical Technology			•			•		•	•
0502.00	Accounting	•		•	•	•	•	•	•	•
0502.10	Tax Studies								•	•
0506.30	Management Development and Supervision		•	•				•		•
0509.00	Marketing and Distribution		•	•				•		•
0511.00	Real Estate	•			•		•	•		•
0514.00	Office Technology/Office Computer Applications	•	•	•	•	•		•	•	•
0514.20	Medical Office Technology				•	•		•		
0614.00	Digital Media				•	•				
0614.30	Website Design and Development	•		•	•	•		•		•
0701.00	Information Technology, General		•	•	•					
0702.00	Computer Information Systems			•				•		•
0702.10	Software Applications		•	•			•			•
0706.00	Computer Science (Transfer)	•		•	•			•	•	•
0707.00	Computer Software Development		•	•	•	•				

TABLE 15 – PART 2

TOP Code	Priority Program	Cuyamaca	Grossmont	MiraCosta	Palomar	SD Cont. Ed.	City	Mesa	Miramar	South-western
0707.10	Computer Programming		•		•		•			•
0707.30	Computer Systems Analysis					•				
0708.00	Computer Infrastructure and Support		•	•	•	•	•			
0708.10	Computer Networking	•	•	•	•	•				•
0708.20	Computer Support			•		•				•
0709.00	World Wide Web Administration					•				
0934.00	Electronics and Electric Technology					•	•			
0934.40	Electrical Systems and Power Transmission					•				
0946.00	Environmental Control Technology				•	•	•			
0947.00	Diesel Technology				•	•			•	
0950.00	Aeronautical and Aviation Technology								•	
0952.10	Carpentry				•					
0952.20	Electrical				•					
0953.00	Drafting Technology			•	•		•			•
0955.00	Laboratory Science Technology									•
0956.00	Manufacturing and Industrial Technology				•	•	•			
0956.50	Welding Technology				•	•				
0957.00	Civil and Construction Management Technology							•		•
0957.30	Surveying	•								
0958.00	Water and Wastewater Technology	•			•					
1005.00	Commercial Music			•			•		•	•
1007.00	Dramatic Arts		•	•	•		•	•		•
1030.00	Graphic Art and Design	•			•	•	•			•
1208.00	Medical Assisting							•		•
1208.20	Administrative Medical Assisting			•		•				•
1210.00	Respiratory Care/Therapy		•							

TABLE 15 – PART 3

TOP Code	Priority Program	Cuyamaca	Grossmont	MiraCosta	Palomar	SD Cont. Ed.	City	Mesa	Miramar	South-western
1217.00	Surgical Technician			•						•
1223.00	Health Information Technology							•		
1225.00	Radiologic Technology							•		
1230.20	Licensed Vocational Nursing			•						•
1240.20	Dental Hygienist									•
1299.00	Other Health Occupations				•			•		
1303.20	Fashion Merchandising				•	•		•		
1307.00	Hospitality		•	•				•		•
1401.00	Law, General			•	•		•			•
1402.00	Paralegal	•								•
2105.00	Administration of Justice		•	•	•				•	•
2105.10	Corrections		•						•	•
2105.30	Industrial and Transportation Security		•		•					
2105.40	Forensics, Evidence, and Investigation		•		•				•	
2105.50	Police Academy				•					•
2133.00	Fire Technology				•				•	•
2133.50	Fire Academy				•					•
2206.00	Geography		•		•		•	•		•
2206.10	Geographic Information Systems				•			•		•

TABLE 14 – PART 1

TOP Code	Priority Program	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 19 or Younger
0502.00	Accounting	•		•	•		•
1208.20	Administrative Medical Assisting		•				
2105.00	Administration of Justice	•		•			
0950.00	Aeronautical and Aviation Technology	•		•	•		•
0201.00	Architecture and Architectural Technology	•		•	•		
0430.00	Biotechnology and Biomedical Technology		•				•
0952.10	Carpentry	•		•			•
0957.00	Civil and Construction Management Technology	•					•
1005.00	Commercial Music	•		•			
0702.00	Computer Information Systems			•			•
0708.00	Computer Infrastructure and Support	•		•	•		•
0708.10	Computer Networking	•		•			•
0707.10	Computer Programming	•		•			
0706.00	Computer Science (Transfer)	•		•	•		
0707.00	Computer Software Development	•		•			•
0708.20	Computer Support	•		•			
0952.00	Construction Crafts Technology	•		•			•
2105.10	Corrections	•		•	•		
1240.20	Dental Hygienist			•			
0947.00	Diesel Technology						•
0614.00	Digital Media	•		•			
0953.00	Drafting Technology	•		•	•		•
1007.00	Dramatic Arts			•			

TABLE 14 – PART 2

TOP Code	Priority Program	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 19 or Younger
0952.20	Electrical	•		•	•		•
0934.40	Electrical Systems and Power Transmission				•		
0934.00	Electronics and Electric Technology	•		•	•		•
0946.00	Environmental Control Technology						•
0303.00	Environmental Technology	•					
1303.20	Fashion Merchandising		•				
2133.50	Fire Academy			•			•
2133.00	Fire Technology	•		•	•		•
2105.40	Forensics, Evidence, and Investigation	•					
2206.10	Geographic Information Systems	•					
2206.00	Geography	•		•			
1030.00	Graphic Art and Design	•		•			
1223.00	Health Information Technology		•				
0109.00	Horticulture	•		•	•		•
1307.00	Hospitality		•	•			
2105.30	Industrial and Transportation Security	•					
0701.00	Information Technology, General	•		•	•		•
0955.00	Laboratory Science Technology		•				
0109.10	Landscape Design and Maintenance	•		•	•		•
1401.00	Law, General		•	•		•	
1230.20	Licensed Vocational Nursing		•	•		•	•
0506.30	Management Development and Supervision	•		•			•
0956.00	Manufacturing and Industrial Technology	•					
0509.00	Marketing and Distribution			•			•
1208.00	Medical Assisting		•	•			
0514.20	Medical Office Technology		•	•			•

TABLE 14 – PART 3

TOP Code	Priority Program	Female	Male	BIPOC	BIPOC Women	BIPOC Men	Ages 19 or Younger
0109.30	Nursery Technology	●			●		
1230.00	Nursing		●				
0514.00	Office Technology/Office Computer Applications		●	●			●
1299.00	Other Health Occupations			●			
1402.00	Paralegal		●	●			●
2105.50	Police Academy	●		●	●		
2105.20	Probation and Parole	●					
1225.00	Radiologic Technology		●	●			
0511.00	Real Estate	●		●	●		●
1210.00	Respiratory Care/Therapy		●				
0702.10	Software Applications		●				●
1217.00	Surgical Technician		●				
0957.30	Surveying	●			●		
0502.10	Tax Studies		●	●			●
0104.00	Viticulture, Enology, and Wine Business	●			●		
0958.00	Water and Wastewater Technology						●
0614.30	Website Design and Development	●		●	●		●
0956.50	Welding Technology	●		●	●		●
0709.00	World Wide Web Administration	●			●		

BREAKOUT 1: NOTES FOR GROSSMONT-CUYAMACA

- Special events to raise awareness and increase enrollment
- Specific mailers that featured males on the flyer for health care
- Need direct recruitment of specific pops into programs (females into construction)
- Men in Nursing Conf held to increase nontraditional workers GUHSD in collaboration w GC
- Women in Public Service event
- Sports Med in HS highly enrolled by males but not health programs at HOC or GC
- Hands-on doesn't happen early on in program at cc - more theory up front and practicum later
- Ensure media/marketing collaterals highlight underrepresented individuals in photos, media, etc.
  - highlight other benefits of occupation, travel, flexibility
- Student clubs/CTSOs could help create camaraderie and mentorship - Girls in Coding at GUHSD, STEM chapter at Cuyamaca
  - requires high level of faculty support; leverage campus career centers to assist with career exploration, etc., to support faculty; faculty advisors also need to represent the targeted population
- Increase social media engagement around target programs and target populations
- Promotional videos at HS level with special pops as highlights

- Computer Science
  - MCC College Current Strategies
    - 2 student clubs-one for Girls who Code and Latinx.
    - Faculty ensure students are engaged and clubs are active. Employment outreach through Advancing San Diego (focus in ask for students from underrepresented groups.)
    - Diversifying hire practices when hiring faculty
  - How can we work with the college student clubs to conduct outreach at the high schools and connect with the HS students?
  - How can 9-12 reach out to Middle School students and then MS reach out to elementary students?
  - Many HS CS students think 4-year is the only and primary option. We have an opportunity to conduct outreach to expand their knowledge and awareness of options for STEM CTE fields like computer science
  - It's an incomplete data story with just higher ed. We need crosswalk enrollments at our feeder schools to find out where there's diversity or equity gaps to know where our outreach needs to focus and start.
  - What are K12 CTE completion for students of color and non-traditional gender? Retention.
  - What are our CE completions? Are we prepared to adequately support them when they get to our college? Retention.

	Underrepresented	Marketing, Recruitment, Retention
Digital Media (FUHSD and EUHSD)	Female, BIPOC	
Finance (EUHSD)	Female, BIPOC, BIPOC Women, Ages 19 or younger	
Manufacturing & Industrial Tech (FUHSD and EUHSD)	Female, BIPOC, BIPOC Women, Ages 19 or younger	
Welding Technology (EUHSD)	Female, BIPOC, BIPOC Women	
Computer Science (EUHSD)	Ages 19 or younger	
Diesel Technology (EUHSD)	Female, BIPOC	
Graphic Art and Design (EUHSD)	Female, BIPOC, Ages 19 or younger	
Computer Networking (FUHSD)	Female, BIPOC, Ages 19 or younger	

City, Mesa, and Continuing Ed represented; Pathway Coordinator represented (Donny); SDCCD district office role represented; Allison Fleck from Altus Charters represented

Group selected Accounting to talk about - program at all four colleges

Donny mentioned there is no direct K12 CTE pathway into accounting - what existing CTE pathways could align? (that have accounting practices) - could focus on the ages 19 or younger gap

Are there opportunities to connect after school and/or outside of the classroom K12 efforts tied to financial literacy?

How can we increase excitement around the skills tied to accounting?

potential opportunities to connect to family businesses - explore ways to contextualize why the skills matter

Colleges could bring current accounting students and alumni to K12 to showcase who they are, why the selected the major, and what they do

connect these accounting and business skills to other fields of interest (Miramar's entrepreneurship and child development program for example)

Tap into K12 student interest in working for themselves, independence, and interest in short term programs "I'm not interested in college because I want to work" - help them understand the value of short term training to increase wages right away; help them see the CC as a resource rather than attending private short term training programs that are expensive

"Work with money; make money"

Bring colleges into overview courses within the K12 - to help increase awareness of variety of pathways and options;

encourage participation via concurrent enrollment, etc. in specific courses

Can high schools align a college accounting course with math requirements or some other requirement?

accounting classes are available OL - example, at Mesa they have done a lot of work in the OL course development - might be welcoming to HS

- TOP Code (Program): Health

- Successes / Promising Practices for promoting equity

  - Targeted social media (facebook, instagram)

  - Diversify representation in media assets (website photos, etc.)

  - Applying a "guided pathways" approach to supporting transitions from discrete certification programs (CPR/first-aid, OSHA, etc.) to other HC programs, industry recognized credentials

  - SWC Otay Mesa guided tours, etc.--not specific to demographic groups, but helps make programs more visible & accessible overall

- Application of strategies

  - Q: once people are on campus, how do you get students to consider occupations they otherwise wouldn't?

    - Speakers who are reflective of the communities of interest / need

- 33 priority jobs in Imperial County

- Darker the color, more under/overrepresentation

- A behavioral health pathway is being developed in K14 Imperial County system

- Demonstrably high demand for counselors in Imperial County

- Recommend focusing on Water/WW Treatment Operators (due to underrepresentation in Latinx populations)

- Water/WW program was still being offered at IVC in 2016, but likely is no longer available; Denise to check with Victor at IVC

- IVC is doing a good job matching the community representation with student enrollments in priority programs

- Electronics and Electric Technology could be a good place to focus on younger demographics (tours and partnerships are already in the works at the K12 district level)

- Room for improvement in how programs are marketed and which student demographics are engaged

- Working with SW Consortium on awareness of career pathways for underrepresented demographic groups

- Doing a good job with consistently bringing middle school / h.s. students to IVC to see programs; middle schoolers are being brought to feeder high schools to talk with student mentors about career pathways; could do more at the high school level

- Include this priority job/equity gap data in the front-end for h.s. partnerships

- Administrators need these data to know when to augment current programs

Table 13.1. (Gender) Priority Jobs in Imperial County, 2022

SOC Code	Description	Average Annual Job Openings, 2022-2027	25th Percentile Wages	Typical Entry-Level Education	Female	Male
21-1093	Social & Human Service Assts....	71	$17.68	High school	78%	22%
29-2052	Pharmacy Techns.	13	$16.00	High school	75%	25%
29-2061	Licensed Practical & Licensed...	32	$19.93	Certificate	88%	12%
31-9091	Dental Assts.	22	$16.75	Certificate	93%	7%
31-9097	Phlebotomists	11	$15.93	Certificate	75%	25%
33-3012	Correctional Officers & Jaile...	101	$28.40	High school	33%	67%
33-3021	Detectives & Criminal Investi...	54	$38.47	High school	30%	70%
33-3051	Police & Sheriffs Patrol Offi...	24	$27.17	High school	19%	81%
33-9021	Private Detectives & Investig...	23	$25.82	High school	41%	59%
33-9093	Transportation Security Scree...	11	$28.00	High school	33%	67%
35-2012	Cooks, Institution & Cafeteri...	13	$15.73	None	67%	33%
41-1011	1st-Line. Supvrs. of Retail S...	57	$16.40	High school	45%	55%
41-2012	Gambling Change Persons & Boo...	27	$15.68	None	80%	20%
41-3091	Sales Reps. of Services, Exce...	18	$20.72	High school	32%	68%
41-4012	Sales Reps., Wholesale & Manu...	37	$20.71	High school	22%	78%
43-1011	1st-Line. Supvrs. of Office &...	52	$19.83	High school	66%	34%
43-4061	Eligibility Interviewers, Gov...	15	$19.71	High school	85%	15%
43-4199	Information & Record Clerks, ...	11	$17.35	High school	79%	21%
43-5061	Production, Planning, & Exped...	11	$22.42	High school	53%	47%
47-2031	Carpenters	13	$22.01	High school	2%	98%
47-2061	Construction Laborers	24	$15.89	None	4%	96%
47-2073	Operating Engineers & Other C...	17	$21.61	High school	2%	98%
47-2231	Solar Photovoltaic Installers...	11	$23.53	High school	6%	94%
47-5041	Continuous Mining Machine Ope...	13	$27.29	None	4%	96%
49-1011	1st-Line. Supvrs. of Mechanic...	17	$27.53	High school	5%	95%
49-3042	Mobile Heavy Equip. Mechanics...	14	$25.25	High school	1%	99%
49-9021	Heating, Air Conditioning, & ...	14	$21.57	Certificate	2%	98%
49-9041	Industrial Machinery Mechanic...	12	$21.07	High school	2%	98%
51-1011	1st-Line. Supvrs. of Producti...	20	$17.96	High school	14%	86%
51-8013	Power Plant Operators	24	$24.14	High school	3%	97%
51-8031	Water & Wastewater Treatment ...	12	$23.10	High school	7%	93%
53-1047	1st-Line. Supvrs. of Transpor...	18	$17.78	High school	18%	82%
53-3032	Heavy & Tractor-Trailer Truck...	99	$20.83	Certificate	4%	96%

Table 13.2. (Race/Ethnicity) Priority Jobs in Imperial County, 2022

SOC Code	Description	American Indian/ Alaskan Native	Asian	Black or African Am.	Hispanic or Latino	Native Hawaiian Pacific Islander	White	Two or More Races
21-1093	Social & Human Service Assts....	0.5%	4%	6%	74%	0.2%	13%	1%
29-2052	Pharmacy Techns.	0.3%	16%	6%	50%	0.2%	26%	2%
29-2061	Licensed Practical & Licensed...	0.4%	11%	9%	55%	0.3%	22%	2%
31-9091	Dental Assts.	0.6%	5%	3%	75%	0%	15%	1%
31-9097	Phlebotomists	0%	11%	6%	64%	0.1%	19%	1%
33-3012	Correctional Officers & Jaile...	0.7%	4%	17%	41%	0.6%	33%	3%
33-3021	Detectives & Criminal Investi...	0.6%	9%	9%	35%	0.3%	44%	4%
33-3051	Police & Sheriffs Patrol Offi...	0.4%	9%	9%	37%	0.3%	41%	3%
33-9021	Private Detectives & Investig...	0.1%	4%	7%	64%	0.1%	24%	1%
33-9093	Transportation Security Scree...	0.7%	17%	13%	36%	3%	25%	6%
35-2012	Cooks, Institution & Cafeteri...	0.3%	7%	6%	66%	0.1%	20%	2%
41-1011	1st-Line. Supvrs. of Retail S...	0.2%	5%	4%	59%	0.1%	30%	1%
41-2012	Gambling Change Persons & Boo...	0.9%	16%	13%	43%	0.4%	23%	4%
41-3091	Sales Reps. of Services, Exce...	0.1%	2%	5%	65%	0%	27%	0.6%
41-4012	Sales Reps., Wholesale & Manu...	0.1%	3%	1%	57%	0%	39%	0.5%
43-1011	1st-Line. Supvrs. of Office &...	0.2%	7%	5%	57%	0.2%	28%	1%
43-4061	Eligibility Interviewers, Gov...	1%	18%	11%	44%	0.6%	22%	3%
43-4199	Information & Record Clerks, ...	2%	16%	10%	34%	0.4%	35%	3%
43-5061	Production, Planning, & Exped...	0.2%	5%	3%	61%	0.3%	29%	1%
47-2031	Carpenters	0.3%	0.9%	1%	84%	0%	13%	0.4%
47-2061	Construction Laborers	0.1%	0.7%	1%	85%	0%	12%	0.4%
47-2073	Operating Engineers & Other C...	0.6%	0.8%	3%	57%	0.2%	38%	1%
47-2231	Solar Photovoltaic Installers...	0.1%	0.7%	1%	83%	0.2%	14%	0.3%
47-5041	Continuous Mining Machine Ope...	1%	0.2%	2%	72%	0%	24%	0.7%
49-1011	1st-Line. Supvrs. of Mechanic...	0.4%	4%	3%	55%	0.2%	35%	2%
49-3042	Mobile Heavy Equip. Mechanics...	0.4%	2%	1%	64%	0.1%	31%	0.9%
49-9021	Heating, Air Conditioning, & ...	0.2%	2%	1%	72%	0.1%	24%	0.5%
49-9041	Industrial Machinery Mechanic...	0.5%	2%	1%	71%	0.1%	25%	0.4%
51-1011	1st-Line. Supvrs. of Producti...	0.4%	3%	2%	70%	0.1%	23%	0.6%
51-8013	Power Plant Operators	1%	2%	2%	60%	0.4%	33%	1%
51-8031	Water & Wastewater Treatment ...	1%	7%	8%	29%	0.5%	52%	3%
53-1047	1st-Line. Supvrs. of Transpor...	0.1%	4%	5%	67%	0.2%	23%	0.8%
53-3032	Heavy & Tractor-Trailer Truck...	0.2%	0.8%	2%	81%	0.2%	15%	0.3%

Table 13.3. (Age) Priority Jobs in Imperial County, 2022

SOC Code	Description	19-21	22-24	25-34	35-44	45-54	55-64
21-1093	Social & Human Service Assts....	1%	3%	21%	24%	24%	20%
29-2052	Pharmacy Techns.	6%	11%	35%	22%	15%	9%
29-2061	Licensed Practical & Licensed...	2%	3%	24%	25%	23%	19%
31-9091	Dental Assts.	5%	5%	32%	27%	16%	12%
31-9097	Phlebotomists	2%	6%	37%	29%	16%	9%
33-3012	Correctional Officers & Jaile...	2%	4%	26%	28%	24%	13%
33-3021	Detectives & Criminal Investi...	0.2%	0.9%	19%	36%	28%	13%
33-3051	Police & Sheriffs Patrol Offi...	0.8%	3%	30%	34%	21%	9%
33-9021	Private Detectives & Investig...	0.8%	5%	27%	25%	21%	16%
33-9093	Transportation Security Scree...	2%	7%	32%	17%	16%	18%
35-2012	Cooks, Institution & Cafeteri...	3%	5%	19%	23%	24%	18%
41-1011	1st-Line. Supvrs. of Retail S...	2%	6%	29%	26%	21%	13%
41-2012	Gambling Change Persons & Boo...	8%	8%	24%	16%	15%	15%
41-3091	Sales Reps. of Services, Exce...	2%	7%	26%	23%	20%	16%
41-4012	Sales Reps., Wholesale & Manu...	0.7%	2%	20%	24%	25%	22%
43-1011	1st-Line. Supvrs. of Office &...	0.5%	2%	18%	26%	27%	22%
43-4061	Eligibility Interviewers, Gov...	0.3%	1%	20%	25%	26%	23%
43-4199	Information & Record Clerks, ...	2%	4%	19%	19%	21%	22%
43-5061	Production, Planning, & Exped...	1%	3%	22%	24%	26%	20%
47-2031	Carpenters	2%	5%	24%	23%	27%	15%
47-2061	Construction Laborers	3%	6%	25%	25%	24%	13%
47-2073	Operating Engineers & Other C...	1%	2%	17%	23%	28%	22%
47-2231	Solar Photovoltaic Installers...	2%	5%	27%	27%	22%	15%
47-5041	Continuous Mining Machine Ope...	0.7%	3%	26%	35%	20%	14%
49-1011	1st-Line. Supvrs. of Mechanic...	0.2%	1%	13%	25%	30%	26%
49-3042	Mobile Heavy Equip. Mechanics...	1%	3%	20%	26%	25%	21%
49-9021	Heating, Air Conditioning, & ...	0.9%	3%	22%	27%	27%	16%
49-9041	Industrial Machinery Mechanic...	0.9%	3%	18%	25%	28%	22%
51-1011	1st-Line. Supvrs. of Producti...	0.2%	1%	16%	27%	30%	22%
51-8013	Power Plant Operators	0%	1%	18%	29%	28%	21%
51-8031	Water & Wastewater Treatment ...	0.6%	2%	17%	23%	28%	26%
53-1047	1st-Line. Supvrs. of Transpor...	0.5%	2%	18%	26%	27%	22%
53-3032	Heavy & Tractor-Trailer Truck...	0.7%	2%	15%	22%	27%	24%

Table 14.1. (Gender) Equity Analyses for Priority Program Enrollments at Imperial Valley College, 2016-2017

TOP Code	Program Name	Students Enrolled	Female	Male
0112.00	Agriculture Business, Sales and Service	28		
0506.30	Management Development and Supervision	30	60%	37%
0514.00	Office Technology/Office Computer Applications	290	77%	22%
0934.00	Electronics and Electric Technology	125		
0946.00	Environmental Control Technology	75		
0948.00	Automotive Technology	152	8%	91%
0958.00	Water and Wastewater Technology	84		
1221.00	Pharmacy Technology	87	76%	24%
1230.20	Licensed Vocational Nursing	23	78%	
2105.00	Administration of Justice	1,042	43%	57%
2105.10	Corrections	213	44%	55%
2105.50	Police Academy	85	26%	74%

Table 14.2. (Race/Ethnicity) Equity Analyses for Priority Program Enrollments at Imperial Valley College, 2016-2017

TOP Code	Program Name	AI/AN	Asian	Black or African American	Hispanic or Latino	Native Hawaiian Pacific Islander	White	2+ Races
0112.00	Agriculture Business, Sales and Service				82%			
0506.30	Management Development and Supervision							
0514.00	Office Technology/Office Computer Applications				92%		5%	
0934.00	Electronics and Electric Technology				91%			
0946.00	Environmental Control Technology				85%			
0948.00	Automotive Technology				90%			
0958.00	Water and Wastewater Technology				93%			
1221.00	Pharmacy Technology				83%		11%	
1230.20	Licensed Vocational Nursing				87%			
2105.00	Administration of Justice			2%	93%		3%	
2105.10	Corrections			8%	88%			
2105.50	Police Academy							

Table 14.3. (Age) Equity Analyses for Priority Program Enrollments at Imperial Valley College, 2016-2017

TOP Code	Program Name	19 and younger	20-24	25-29	30-34	35-39	40 and older
0112.00	Agriculture Business, Sales and Service						
0506.30	Management Development and Supervision						
0514.00	Office Technology/Office Computer Applications	6%	34%	13%	11%	12%	12%
0934.00	Electronics and Electric Technology	11%	18%	19%	20%		
0946.00	Environmental Control Technology		25%				
0948.00	Automotive Technology	25%	43%	8%	9%		
0958.00	Water and Wastewater Technology		36%	25%			
1221.00	Pharmacy Technology		48%	26%			
1230.20	Licensed Vocational Nursing			52%			
2105.00	Administration of Justice	37%	47%	8%	3%		
2105.10	Corrections	18%	54%	15%			
2105.50	Police Academy		47%	19%	13%		

Table 15. Priority Programs at Imperial Valley College (Chancellor's Office Curriculum Inventory)

TOP Code	Program Name	Enrollment	Retention Rate	Award Rate	Transfer Rate	A.A.	A.S.	A.S.T.	Certificate of Achievement	AA/AS Units	Certificate Units
0112.00	Agriculture Business, Sales and Service	28	93%						♦		18.00 - 19.00
0506.30	Management Development and Supervision	30	90%								
0514.00	Office Technology/Office Computer Applications	290	88%	4%			♦		♦	29	26
0934.00	Electronics and Electric Technology	125	96%	18%			♦		♦	19	16
0946.00	Environmental Control Technology	75	92%				♦		♦	30	17
0948.00	Automotive Technology	152	92%				♦		♦	39	18 - 39
0958.00	Water and Wastewater Technology	84	88%				♦		♦	18	18 – 30
1221.00	Pharmacy Technology	87	90%	28%			♦		♦	18.5	18.5
1230.20	Licensed Vocational Nursing	23	86%				♦		♦	53	64
2105.00	Administration of Justice	1042	90%	15%	20%		♦	♦	♦	18 – 24	22
2105.10	Corrections	213	90%	8%	23%		♦		♦	24	16 - 25
2105.50	Police Academy	85	84%				♦		♦	38.5	38.5