

SDIC COMMUNITY COLLEGE WORKFORCE DEVELOPMENT COUNCIL MEETING

Friday, August 29, 2025
10:30 am to Noon

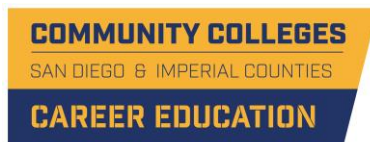
MINUTES

VOTING MEMBERS:

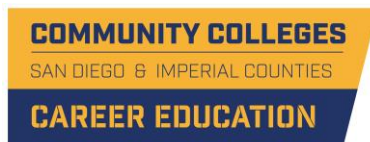
Jesse Lopez, Dean of Business, Information Technology, Cosmetology, Engineering, and Trades
Dr. Javier Ayala, Dean, CTE/Workforce Development, Grossmont College
George Dowden, Dean, Career Education, Cuyamaca College
Benjamin Gamboa, Associate Dean, Career Education, MiraCosta College
Jennifer Lewis, Dean of School of Applied Technology & Hospitality Management, Southwestern College,
Southwestern College
Nichol Roe, Dean, Career, Technical, and Extended Education (CTEE), Palomar College

NON-VOTING MEMBERS:

Jordan Agricola, Acting Supervisor, Veterans & Records and Veterans Success Center, San Diego Mesa College
Bea Aguilar, Executive Director, Continuing Education, MiraCosta College
Julius Alejandro, Work-Based Learning Coordinator, San Diego City College
Robin Allyn, Work-Based Learning Liaison, MiraCosta College
Claudia Almanza, Employment Program Manager II, Employment Development Department (EDD- WSB), State of California
Emily Alvarenga, Communications Manager, Intesa Communications Group
Erika Arangure, Program Manager, Grossmont College
Molly Ash, Director, Apprenticeship Program Development, MiraCosta College
Iris Ayala-Swindell, Career Counselor, MiraCosta College
Eddie Baltazar, Professor - Military Apprenticeship Program, Palomar College
Tina Barlolong, MA, MS, Veterans Counselor/Professor, Palomar College
Vanessa Barron, Employer Relations Liaison, Southwestern College
Golnoosh Behrouzian, Research Analyst, MCCD
Kim Bellaart, Director, Grossmont Adult Education
Dr. Heidi Bergener, K12 Pathway Coordinator, K12 SWP
Lynn Bigsby, Employer Relations Liaison, MiraCosta College/SDI Regional Consortium
Rebecca Bowers-Gentry Professor of Biology/Chemistry/Biotechnology, San Diego Miramar College
Stephanie Bradley, Project Coordinator, SDI Regional Consortium
Danene Brown, Regional Chair, SDI Regional Consortium
Vicky Chhi, Research Analyst, Southwestern College
Pavel Consuegra, Ph.D. Internship Coordinator. Career Technical Education, San Diego Mesa College
Marian Daryaie, San Diego Workforce Partnership
Tiffany David, Workforce Development Manager, Career Development Solutions Powered by Quickstart Academy



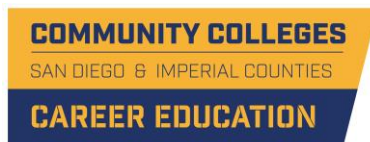
Sheila Davis, Special Projects Manager, San Diego City College
Bradley Dorschel, Interim Categorical Fund Manager, San Diego College of Continuing Education
John Edwards, Research Analyst, San Diego-Imperial Center of Excellence
Beverly Garcia, Program and Grant Manager of SWP, Perkins, and CAEP, San Diego College of Continuing Education
Michael Gomez, K12 Pathway Coordinator, SDCOE/Palomar Community College District
Lance Grob, Employer Relations Liaison, San Diego Miramar College
Miguel Gutierrez, Employer Relations Liaison, Imperial Valley College
Christopher Harris, Employment Program Representative, Employment Development Department (EDD), State of California
Wayne Hills, Project Manager, Trendz Are Us
Heather Holmes, Grants Coordinator, San Diego Miramar College
Jason Jarvinen, Associate Professor/Work Experience Coordinator, Palomar College
Jennifer Kennedy, Job Development and Placement Specialist, San Diego College of Continuing Education
Sasha Knox, Associate Dean, SWF, San Diego City College
Jon Kropp, Workforce Director, Southwestern College
Laura Leach, Senior Career Consultant, UC San Diego, Career and Professional Development Center
Taylor Lemker, Work-Based Learning Coordinator, Cuyamaca College
Nina Leonard, Employee, Company (*no registration of organization was submitted*)
Kelly Lim, Associate Director, Employer Engagement, UCSD, School of Global Policy & Strategy
Joyce Liou, Sr. Transition Services Coordinator, East Region Adult Education
Andrei Lucas, Dean, Automotive, Skilled and Technical Trade, San Diego College of Continuing Education
John Maruri, Business & Community Relations Specialist, San Diego Workforce Partnership
Andres Massol DVOP - Veterans Employment Services Rep, Employment Development Department
Edward Matthews, Career Education Program Manager San Diego Community College District
Symone McDaniels, Guided Pathways Regional Coordinator, Foundation for California Community Colleges
Kevin McMackin, Director, Strategic Partnerships, SDI Regional Consortium
Malena Medrano, Job Placement Case Manager, Cuyamaca College
Jeanette Meliska, Job Developer, Palomar College
Veronica Middlebrooks, Work-Based Learning Specialist, Grossmont College
Rachel Miller, Research Analyst, Palomar College
Maricela Moreno, Internship & Work Experience Coordinator, Imperial Valley College
Joe Muniz, Employment Program Manager, Employment Development Department (EDD), State of California
Vanessa Murrell, Program Manager, Cuyamaca College
Renee Nasori, Career Services Supervisor, Grossmont College
Tina Ngo Bartel, Executive Director, San Diego & Imperial Center of Excellence
Erica Olmos, Employer Relations Liaison, San Diego Mesa College/SDI Regional Consortium
Alex Ortega Jr., Job Placement Coordinator, San Diego Miramar College
Karen Overklift, Employer Relations Liaison, San Diego City College
David Patton, Disabled Veteran's Outreach Program (DVOP) specialist, Employment Development Department (EDD), State of California
Martina Peinado, CalWORKs Counselor, Southwestern Community College District
Jennifer Peña, Associate Dean, Career Education, San Diego Miramar College



Amertah Perman, Dean, Career Education & Workforce Development, San Diego Community College District
Jenni Preciado, Apprenticeship Employer Relations Liaison, SDI Regional Consortium
Susan Roberts-Egley, Veterans East County Alliance (VECA) Chair, San Diego East County Chamber of Commerce
Viviana Rodriguez, Program Manager, Employment Services, MiraCosta College
Wanda Rogers, Founder, Care Service Workforce Apprenticeship Program
Candace Rose, CPL Coordinator & Media Studies Faculty, Palomar College
Ruth Salcido, EPM III, Employment Development Department
Monica Rosas, Employer Relations Liaison Lead, Cuyamaca College/SDI Regional Consortium
Rachel Sanchez, Health Initiatives Employer Relations Liaison, SDI Regional Consortium
Nate Scharff, Business Department Chair/Faculty, MiraCosta College
David M. Schnepf, Founder & Executive Director, MakerSquad SM
Rene Segura, Disabled Veteran's Outreach Program (DVOP) specialist, Employment Development Department (EDD), State of California
Eusebio Travis Sevilla, K12 pathway coordinator, SDUHSD/K12 SWP Pathway Coordinator
Rita Shamoon, Job Development & Placement Specialist, San Diego College of Continuing Education
Robert Sojourner Worlds, Counselor, San Diego Miramar College
Joseph Stark, Director, Apprenticeships, SDI Regional Consortium
Linda Ta, Project Coordinator, Biocom California Institute
Stacy Teeters, Guided Pathways Regional Coordinator, Foundation for California Community Colleges
Kimberly Teston-Fierro, Project Lead, San Diego Miramar College
Nicole Thren, K12 SWP PC, Grossmont Union High School District/GCCCD
Christine Timbol Larson, Associate Director, San Diego & Imperial Center of Excellence
Juan Ugarte, Career and Transfer Connections Coordinator, Southwestern College
Caleb Varela Johnson, Veterans Counselor, San Diego Miramar College
Letty (Leticia) Vavasour, DSPS Innovation Grant Coordinator, San Diego Community College District
Darren Walters, DSPS Coordinator, San Diego City College
Andrew Weatherspoon, Local Veteran Employment Representative, State of California
Leslie Wisdom, K14 TAP, SDI Regional Consortium
Jay Wylie, Operations Manager, Confidential Recovery, LLC.
Camille Zombro, Special Projects Coordinator, Grossmont-Cuyamaca Community College District

D. Brown called the meeting to order at 10:33 a.m.

1. Welcome and Approval of 5.09.25 Minutes ([view here](#)) (Lead CTE Deans Only), by D. Brown
*Motion to approve B. Gamboa, second by J. Lewis, **unanimously approved***
(G. Dowden, N. Roe, J. Ayala, B. Gamboa proxy for A. Taccone, J. Lewis & J. Peña proxy for C. Estrada-Howell)
2. Program Recommendations from Deans' Council by J. Lewis (8.15.25 Deans' Council minutes, [view here](#))
 - Southwestern College
 - Commercial Music; New; CoA
 - Motion to open by M. Romero, second by J. Lopez, **unanimously recommended**



- MiraCosta College
 - Family Child Care Entrepreneur; New; CoA
 - Motion to open by J. Lopez, second by N. Roe, **unanimously recommended**
 - Psychiatric Technician; New, AS
 - Motion to open by M. Romero, second by N. Roe, **unanimously recommended**
 - Psychiatric Technician; New, CoA
 - Motion to open by M. Romero, second by N. Roe, **unanimously recommended**
- 3. Military-to-Civilian Employment: Opportunities in the San Diego & Imperial Region [report](#), Presentation by T. Ngo Bartel

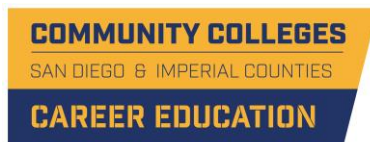
Presenter:

- Tina Ngo Bartel, EdD, PMP, Executive Director, San Diego & Imperial Center of Excellence

Panelist:

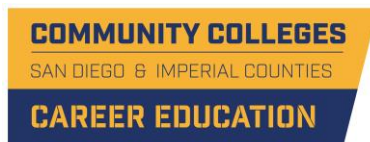
- Linda Ta, Project Coordinator, Biocom California Institute
- Susan Roberts-Egley, Veterans East County Alliance (VECA) Chair, San Diego East County Chamber of Commerce
- Jordan Agricola, Co-Acting Supervisor in the Veterans & Records Department, San Diego Mesa College
- Tina Barolong, MA, MS, Veterans Counselor/Professor, Palomar College

- 4. Chat discussion, Q&A and attendee resources, All
 - WDC 8.29.25 meeting recording: <https://youtu.be/hZSwaM9c4ic?si=MkcMhPWLSrWQi4AC>
 - Report findings: 8:07 - 26:55
 - Panel portion: 27:12 - 1:24:44
 - Panel questions:
 - In your experience, which military-acquired skills translate most directly into civilian employment, and which require the most retraining or reframing for employers to recognize their value?
 - How often do you see veterans transitioning into a civilian career directly related to their military occupation? How can we better support the transferability of skills for those transitioning with a career change?
 - I am interested to hear from the panel about the high turnover rate for military exits. Approximately half of veterans leave their first civilian job within one year, and about 80% leave within two years. How can we as workforce professionals guide them to pathways that can help them find a career that is the right fit for them, so they don't have to job hop? (*Chat Question from K. Overklift*)
 - Do any of the panel who are working within the education systems find that the veterans are frustrated with school/progression of their learning due to the differences of civilian attitudes vs those of military personnel. And are those attitudes contributing to veterans changing jobs or quitting school after they exit



the military?

- What programs are effective in preparing veterans to enter the civilian workforce? Are there programs in other areas we should consider replicating?
- I am interested in knowing which community colleges are part of Operation Connect? (*Chat Question from L. Grob*)
- Have you found it difficult to educate employers about the value of hiring veterans?
- What industry sectors would benefit from this workforce but have not typically hired them?
 - **Rachel Miller (she/her), Palomar College:** Telecomm seems to have a huge veteran population
 - **David Schnepf, MakerSquad:** asked if CPL address this issue?
- **Ruth Salcido:** shared about their San Diego EDD JVSG program team which offers assistance and priority service to veterans, service members, and eligible spouses for job search, training, and career transition through resources like America's Job Center of California (AJCC) locations and CalJOBS.
- **Beverly Garcia:** The high percentage of veterans that are interested in a career change from their military service reflects our larger population of employees who change careers often 2 or 3 times throughout their work experience. It's good to support veterans and support them if they do want to explore a new career or entrepreneurship.
- **Eusebio Travis Sevilla:** asked if any of the panel who are working within the education systems find that the veterans are frustrated with school/progression of their learning due to the differences of civilian attitudes vs those of military personnel. And are those attitudes contributing to veterans changing jobs or quitting school after they exit the military?
- **Tina Barlolong:** shared two important Palomar College links <https://www.palomar.edu/cpl/> & <https://www.palomar.edu/milprogram/> and a CBO resource: <https://www.50-strong.us/>
- **David Schnepf:** 50 Strong are great online events to meet employers in low stress/high insights environments
- **Karen Overklift:** <https://upgrade-dev8.fourblock.org/about>
- **Benjamin Gamboa:** encouraged attendees to invite vets to earn their AA in Artificial Intelligence at MiraCosta
- **Jay Wylie:** Great points from Jordan and Susan - many of the veterans we serve want to do something completely different than their military experience!
- **Eusebio Travis Sevilla:** EMT/Nursing should have some sort of certification. Especially combat medics that are TCCC certified and have dealt with actual traumas way more than a student in a classroom.
 - **Benjamin Gamboa:** shared MiraCosta College awarded CPL in medical assisting courses for a veteran corpsman. It at least gets them moving along the nursing pathway.
- **Linda Ta, Biocom Institute:** Biocom California Institute has a partnership with National University, where we have a program that help translate military experience into civilian pathways and provide veterans with accessible education options tailored to Life Science industry needs. <https://www.biocom.org/event/NU-Course-Sept/>
 - Learn more about the Biocom Fellowship: <https://www.biocom.org/programs/biocom-california-institute/fellowship-programs/life-science-career-fellowship/>
 - Thank you all for your time, I am happy to connect about anything and all! <https://www.linkedin.com/in/linda-trinh-ta/>



- **Candace Rose, Palomar College CPL:** Students who complete the AS in military leadership can also transfer to National or ASU into their Organizational Leadership program - and Palomar is working on a pathway to the CSUSM as well - it's a way for employers to recognize their leadership experience
- **John Maruri:** asked group about SkillBridge and how has that program overall impacted veterans or employers. No feedback was offered.

5. Roundtable, All

- **Jordan Agricola, San Diego Mesa College:** shared his contact information and offered to be of service to attendees: jagricola@sdccd.edu and add him on LinkedIn <https://www.linkedin.com/in/jordanagricola/>
- **Andrew Weatherspoon, Local Veteran Employment Representative, EDD:** shared his contact information and welcomed any wonderful veteran information: Andrew.weatherspoon@edd.ca.gov
- **Tina Ngo Bartel:** shared full report and slides (included in meeting materials on the SDI Regional Consortium Resource Library page)
 - Full report: <https://coeccc.net/san-diego-imperial/2025/05/military-to-civilian-employment/>
 - Presentation slides: https://www.dropbox.com/scl/fi/vttsz8ryivc8kbsrnflf/WDC_Military-to-Civilian-Employment_2025-08-27.pdf?rlkey=mpwdln34cybhzp5en5kwb9zce&dl=0

Meeting adjourned at 11:59 a.m.

The next WDC meeting will be Friday, September 26, 2025. The topic will be *The Role of Community Based Organizations (CBOs) in Workforce Development*. Speakers to be confirmed.

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