Deans Council Meeting

Deans Council Meeting

Friday, September 12, 2025

Activities & Opportunities
Reminders

Collaborative Planning Spaces:

Summer Deans Council Retreat | Summer Implementation Council Retreat | Aug. Deans Council Meeting | August Implementation Council Meeting

Requests:

Clarify Regional Goals & Priorities

Strengthen Regional Infrastructure (make language changes; refine definitions and expectations of committees and CoPs)
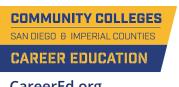
Increase Dean Engagement

Focus on Adult Learners

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Regional Goals

1. Building college capacity to create systemic change which closes equity gaps

2. Unifying the workforce ecosystem

3. Advocating for changes to policy, processes, and practices

Regional goals span funding streams and focus priorities and infrastructure to move the work forward

Regional Priorities

1. **Career Navigation:** Equitable outreach, educational acceleration, and K-14 alignment combined with inclusive practices that support onboarding and career decision-making

2. **Data & Research:** Regional workforce research and technical expertise to inform, guide, and support program decision making and resource development

3. **Employer Engagement:** Foster and strengthen relationships with employers and other regional partners to align programs with employer needs, and identify opportunities to enrich career and work-based learning, and job opportunities and activities

4. **Equity:** Intentional and race-conscious focus on projects that provide all community college students with access and support to complete to high quality CTE programs and educational opportunities that lead to economic and social mobility

Regional Committee Structure

Committees are comprised of representative college decision-makers who guide strategic planning and investments in alignment with its charge, regional priorities, and regional goals as established by the regional governance bodies. Committees ensure equity is embedded in all discussions, actions, and investments and identify key leading indicators that measure progress toward improving SWP metrics regionwide. Each committee is co-chaired by a lead CTE Dean and an Associate Dean and supported by a Regional staff member.

Deans Council 9-12-25

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Regional Goals: Capacity Building | Unification of WF Ecosystem | Advocacy

Regional Priorities: Career Navigation | Data & Research | Employer Engagement | Equity

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Cross-Committee Alignment & Accountability

- Equity embedded in all strategies and outcomes
- Strategic influence on regional priorities and investments
- Accountability with documented attendance, participation, and designated points of contact
- Outcomes-oriented through leading indicators and measurable results
- Review disaggregated outcomes and metrics
- Shared dashboards and reporting tools integrate leading indicators, lagging indicators, and SWP metrics

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Suggested Committees

- **Adult Learner Success Committee**

- **Employer Engagement Committee**

- **Data & Innovation Committee**

- **Continuation of Implementation Committee**

Action Needed

Regional Goals: Capacity Building | Unification of WF Ecosystem | Advocacy

Regional Priorities: Career Navigation | Data & Research | Employer Engagement | Equity

Timing

Some fall changes, some spring changes, and some future changes...

- **Fall Meetings Moving Forward:** Career Navigation WG | WBL/JPC | Data & Innovation WG | Dual Enrollment | Articulation | CPL

- **Apprenticeship –** seeking chair (Opportunity to volunteer or recommend a volunteer)

- **Adult Learner Committee –** seeking co-chairs (Opportunity to volunteer or recommend a volunteer)

- **Implementation Committee –** further CoP and Committee Planning efforts; all recommendations brought to Deans Council

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DRAFT Details - Adult Learner Success Committee

Purpose: Foster equitable economic mobility by centering the adult learner experience to redesign and align innovative credit, noncredit, adult education, and workforce (not-for-credit) programs and support services.

Goal: Increase access, retention, completion, and career outcomes of adult learners in priority sector pathways that lead to high-wage, high-demand careers.

Objectives:

- Identify barriers and develop at-scale strategies/solutions to improve enrollment, persistence, completion, and career outcomes for adult learners while eliminating disproportionate impact across student groups.

- Develop and expand access to short-term credentials, credit for prior learning (CPL), registered apprenticeships, paid work-based learning, competency-based education, industry certifications, flexible learning formats, and responsive support services.

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Associated RFA:
- Accelerating Career Education Outcomes

SWP Metrics:
- SWP Students
- 9+ CTE Units

Communities of Practice:
- Apprenticeships
- JPCM/WBLC
- Credit for Prior Learning

Membership (all districts represented):
Lead CTE Dean (Co-Chair)
Associate Dean (Co-Chair)
SDI RC Representatives
    Director of Apprenticeships
    Director of Strategic Partnerships
COE Representative
CTE, Adult Ed, Noncredit, & Workforce Deans, Associate Deans, and staff
Counseling Deans
CTE Researcher
CoP Leads

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DRAFT Details - Employer Engagement Committee

Purpose: Foster equitable economic mobility by strengthening collaboration with employer and industry partners to ensure that educational programs, work-based learning, and career services align with evolving workforce needs.

Goal: Unite the workforce ecosystem to equitably increase paid work-based learning and employment opportunities for community college students.

Objectives:

- Strengthen and enhance the regional employer engagement framework to center community college students and create equitable outcomes.

- Leverage quantitative and qualitative labor market information to create and align programs with emerging industry trends and skills demands.

Associated RFA:

- Sector Investments
- Work-Based Learning Coordinator
- Job Placement Case Management

SWP Metrics:

- Job closely related to field of study
- Median annual earning
- Change in median annual earnings
- Percent attaining a living wage

Communities of Practice:

- Apprenticeships
- Career Navigation
- JPCM/WBLC

Membership (all districts represented):

Lead CTE Dean (Co-Chair)
Associate Dean (Co-Chair)
SDI RC Representatives
    Director of Strategic Partnerships
    Director of Apprenticeships
Lead ERLs
COE Representative
CTE Deans/Associate Deans
CoP Leads
CTE Researcher

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DRAFT Details - **Data & Innovation Committee**

Purpose: Foster equitable economic mobility by ensuring improvements to college programs and services are informed by the best available information and accountable to the broader Southern Border communities.

Goal: Build leadership and research capacity to leverage data, literature, and evaluation that informs decision-making, guides investments, and improves regional SWP outcomes.

Objectives:

- Develop shared definitions of success and common measures across regional initiatives.
- Promote advanced data analysis and visualization methods, including predictive/prescriptive analytics and equity gap analyses.

Associated RFA:

- Faculty/Counselor Institutes
- Research Investments
- Sector Investments

SWP Metrics:

- All

Communities of Practice:

- Data & Research/CTE Researchers
- SWP Institute Alumni

Membership (all districts represented):

Lead CTE Dean (Co-Chair)
Associate Dean (Co-Chair)
SDI RC Representatives
     Director of Strategic Partnerships
     Director of Apprenticeships
Lead ERLs
COE Representative
CTE Deans/Associate Deans
CoP Leads
CTE Researcher

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Clarified Details - **Implementation Committee**

Purpose: Review the impact and efficacy of regional SWP investments while fostering equitable economic mobility by leveraging the collective wisdom and leadership of committee chairpersons and key regional changemakers to effectively implement the Regional Strong Workforce Program.

Goal: Promote regional innovation, collaboration, and alignment across colleges and committees in the implementation of Regional Strong Workforce Program priorities.

Objectives:

- Monitor progress in Strong Workforce Program metrics and implementation efforts.

- Create opportunities for knowledge-sharing and documenting best practices across committees and colleges.

- Provide recommendations to Regional Deans Council based on lessons learned and broader barriers to implementation.

Outcomes:

- Consistent, high-quality implementation of SWP initiatives across all colleges.
- Reduced duplication of effort and stronger alignment with regional priorities.
- Increased efficiency and accountability in project execution.
- Improved equity outcomes and student success across CTE programs.

SWP Metrics:

- All

Membership:

Chair: CTE Dean/Associate Dean
SDI RC Representative(s)
COE Representative(s)
Committee Co-Chairs
CoP Leads

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Communities of Practice

Communities of Practice are practitioner-based groups aligned with at least one committee, focusing on investment outcomes while embedding equity in all discussions and activities. They share and document best practices, uphold accountability, and collaborate to advance strategies that support broader goals. There is a designated point of contact/lead for each CoP.

CoPs Build Capacity | Committees Strategize, Prioritize, and Advocate

Suggested CoPs: Apprenticeship, Career Navigation, CPL, JPCM/WBLC, Data & Research, and Institute Follow-up (CI/FI) – Implementation Committee refining further for Deans Council review

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Recap

- Regional Goals – *unchanged*

- Regional Priorities – *unchanged*

- Regional WGs & CoPs – *shifting to Committees & CoPs*

  - Opportunity to volunteer to chair/co-chair

  - Timing is staggered – *not every detail has to be determined right now*

- Share | Listen | Lead

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But What About the Money?

- Winter is coming…

- Winter comes and goes.

- Round 10 RFAs remains the same as Round 9 with one exception: Counselor Institute/Capacity Building RFA

- New regional infrastructure will have opportunities to:

  - Contribute to the refinement of Capacity Building RFA

  - Contribute to the design of Round 11 RFAs

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Round 10 Budget

- Total Regional Budget is $8,253,242—slight increase from last year

- Not many changes from last year, except some contracting savings and savings from the research project, which provides more funds to colleges for contracts

- New funded project is the Capacity Building: Adult Learners Research

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Round 10 Budget

Guided Career Pathways	$	1,187,580
Employer Engagement	$	803,000
Sector Strategies and Equity Outcomes	$	1,250,000
Job Placement Case Management	$	1,750,000
Work-Based Learning	$	800,000
Accelerating Career Education Outcomes	$	800,000
Capacity Building: Adult Learners	$	500,000
Labor Market Research	$	750,000
Consoritum Management	$	247,597
SWP Administration	$	165,065
Total Allocation	$	8,253,242

Regional Goals: *Capacity Building | Unification of WF Ecosystem | Advocacy*

Regional Priorities: *Career Navigation | Data & Research | Employer Engagement | Equity*

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Round 10 RFAs

- **Accelerating Career Education Outcomes Investments**
- **Capacity Building: Adult Learners Research**
- **Job Placement Case Manager**
- **Sector Investments**
- **Work-based Learning Coordinator**

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