



SDIC Community College Apprentice Community of Practice (CoP)

November 6, 2025

virtual

1:00 – 2:00pm

Summary Notes

Co-Chairs: Joseph Stark & Jesse Lopez

Attendees: Javier Ayala, Stephanie Bradley, Danene Brown, Sheila Davis, Jon, Kropp, Yesenia Lazcano, Eddie Matthews, Malena Medrano, Wendy Nelson, Patricia Robles, Tonette Salter

Slides - https://sdiregionalconsortium.org/wp-content/uploads/2025/11/Regional-Apprenticeship-COP-Funding-Update_11_6_25.pdf

Welcome & Introductions

Participants & Roles (Highlights)

- Regional
 - Danene Brown – Regional Chair, SDI RC
 - Stephanie Bradley – Program Coordinator, SDI RC
 - Joseph Stark – Regional Apprenticeship Director, SDI RC
- Colleges
 - Jesse Lopez – Lead CTE Dean, San Diego City College; Co-chair
 - Sheila Davis – Special Projects Manager, San Diego City College; oversees apprenticeship
 - Javier Ayala – Dean, CTE & Workforce Development, Grossmont College
 - Patricia Robles – Economic & Workforce Development Coordinator, Imperial Valley College; coordinates 11 apprenticeship programs
 - Wendy Nelson – Interim Associate Dean of Instruction, CTE, Palomar College
 - Yesenia Lascano – New Apprenticeship Supervisor, Palomar College
 - Eddie Matthews – Career Education Program Manager, SDCCD (Strong Workforce, Apprenticeship)
 - Jonathan Kropp – Workforce Director, Southwestern College
 - Tonette (“Tony”) Salter – Program Specialist, Apprenticeship Readiness Program, Southwestern College
 - Malena Medrano – Job Placement Case Management Specialist, Cuyamaca College; oversees internships and apprenticeships

Vision and Intentions

- First meeting of the Regional Apprenticeship Community of Practice.
 - Purpose of the CoP:
 - Practitioner-focused space for sharing best practices, challenges, and resources in apprenticeship.
 - Support learn-and-earn opportunities across the region.
 - Reduce isolation and silos among colleges doing apprenticeship work.
 - Build a regional resource directory and shared knowledge base.

Discussion of [Draft Apprenticeship COP](#) Function, Goals, Objectives, Outcomes, and Metrics

- A draft framework (functions, goals, outcomes, metrics) was shared; it is:
 - Draft and flexible, intended as a starting point.

- Open to changes, additions, and refinement by the CoP
- Key discussion points:
 - Request made by J. Ayala to add explicit function on “pipeline and structure”. Analyze the current apprenticeship pipeline and structures across the region:
 - What programs exist, where gaps/leaks are, where things work well.
 - Use data to:
 - Inform presidents/regional leadership.
 - Guide investments and structural changes.
 - Help colleges with little/no apprenticeship get to a starting point
 - Regional mapping & data issues:
 - COE has done some early mapping, but: Data is fragmented across systems and not always reliable.
 - Need a regional map of active apprenticeship programs (traditional + innovative).
 - T. Salter requested mapping should support student pathways and referrals across colleges.
 - Goal is equitable access to high-wage apprenticeship opportunities in the region.
 - J. Stark shared WestEd is completing a regional scan:
 - Parallel project with WestEd to conduct a regional apprenticeship scan:
 - Interviews with each college.
 - More detailed picture of where each institution stands.
 - Results will be shared with the region and this CoP.
 - J. Lopez shared at San Diego City College:
 - Apprenticeship previously did not sit in a department and had no department chair.
 - Resulted in:
 - Patchwork curriculum, inconsistent or missing COCI approvals.
 - Employers promising awards that were not properly approved at the state level.
 - Work done to:
 - Conduct a needs assessment (problems, priorities, bandwidth).
 - Clean up curriculum and create clear sequences and awards.
 - Build a detailed spreadsheet mapping sponsors, awards, and courses; coordinated so apprentices can:
 - Choose apprenticeship as a major.
 - Be properly coded for fee waivers.
 - Recommendation to others by J. Lopez and E. Matthews:
 - Embed apprenticeship into existing instructional structures (departments, faculty leads, curriculum processes).
 - Avoid apprenticeship existing as an “island” outside of departmental oversight.

Funding Opportunities - Grow Apprenticeship Network Resource California Apprenticeship Initiative Update

- Resources highlighted:
 - [Grow Apprenticeship California Funding Matrix](#)
 - Overview of direct and related apprenticeship funding (mostly state).
 - Helpful for scanning funding options by stage: startup, implementation, expansion.
 - [California Apprenticeship Initiative \(CAI\)](#):
 - Historically included planning, implementation, and expansion grants.
 - New RFA anticipated soon; planning grants likely not included this time.
 - Suggestion to use Strong Workforce (local + regional) for planning/startup needs
- Apprenticeship requires upfront money and ongoing funding:
 - Startup: staffing, design, registration, employer engagement.
 - Implementation/expansion: new cohorts, supports, scaling.

- J. Lopez shared San Diego City College financial reality:
 - Serves ~175+ apprentices; generates around \$300K (including some one-time funds).
 - After salaries, benefits, low-enrolled classes, and adjunct teaching costs, there is little surplus.
 - Some legacy contracts included 40% RSI cost-sharing with employers; these had to be renegotiated to avoid deficits.
- E. Matthews shared RSI rate increasing to \$10.32/hour
- Support offered:
 - J. Stark and SDI RC team are willing to:
 - Help identify project ideas for CAI and other grants.
 - Provide support in developing applications
 - Interest in building shared tools (e.g., statewide apprenticeship listserv via Launch).
 - J. Stark shared example regional goal:
 - Aim for one new apprenticeship per college per year (10 colleges).
 - Over a 3-year period, this could significantly increase:
 - Program count.
 - Enrollments and completions
 - Industry partnerships.
 - Meet each college where it is (from no programs to mature portfolios).
 - Ensure growth doesn't deepen inequities by concentrating programs at only a few colleges.

Wrap up and Discussion of Future Meeting Dates & Agenda Items

- [SDCCD Apprenticeship Handbook](#)
- Group preference: Next meeting after the holidays (Jan/Feb).
 - Tentative cadence:
 - First Thursday of every month, same time.
- Action items
 - Members to:
 - Review the draft CoP functions/goals document and send additional feedback.
 - Share invitations with colleagues who should be part of the CoP.
 - Co-chairs and regional staff will:
 - Confirm a standing meeting date/time.
 - Share links/resources
 - Provide updates on CAI RFA release and the Launch regional liaison.

Next meeting: February 5, 2026 1:00 - 2:00pm - virtual