**Vision for Success Goal #1:** Increase by at least 20 percent the number of CCC students annually who acquire associates degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.

**Strategic Initiative 1 - Student Learning**

**Strategic Initiative 2 - Student Progression and Completion**

**Work Plan Activities** – Ensuring students stay on the path of completion, identify short term stackable certificates and show value in certificates as a vital piece to the vision of Bakersfield College.

- Certificates
  - Collaboration with Admission and Records to streamline certificate process. (A&R, Tanisha, CTE Advisors)
  - Utilization of 3rd party resource for printing and mailing certificates (A&R, Tanisha)
  - Auto Awarding Certificates in Starfish

- Enrollment Management Strategies
  - Enrollment Management – Persistence
    - Utilization of Data Dashboards for student success and progression (CTE Advisors)
    - Continued training in Starfish and Data Coaching (CTE Advisors)
    - Increased engagement in Completion Coaching Pathways Teams (Educational Advisors, JDS, Support staff, Peer Mentors)
      - Continue peer mentor calling campaigns
      - Increase the utilization of Ocelot text messaging for efforts of communications.
        - Ed Advisors should provide guidance, templates and scripts to peer mentors.
    - Increase on-campus employment opportunities that encourages persistence in programs (Job Developers, Rachael)
  - Enrollment Management – Growth
    - Work with Employers to offer non-credit courses as means of professional development programs (Job Developers, CTE Advisors)
    - Encourage use and implementation of CCCApply Noncredit application (CTE Advisors)
    - Implement non-credit Customer Relations Certificate for Student Employees at the time of on-boarding (Rachael, Job Developer)
    - Support recruitment and outreach efforts in High Schools, ROC and other Community based agencies (CTE Advisors, Job Developers)
**Vision for Success Goal #2:** Increase by 35 percent the number of CCC students transferring annually to a UC or CSU.

**Strategic Initiative 1 - Student Learning**

**Strategic Initiative 2 - Student Progression and Completion**

**Work Plan Activities** – Increase awareness of ADT and AST of Career Education Programs.

- Develop educational plans for students to complete 30 units a year. (CTE Advisors)
- Engage in peer mentor outreach campaigns (Job Developers, CTE Advisors)
- Engage in Transfer Events, Expos, on campus and at local campuses and events (Job Developers, CTE Advisors)
- Expand Articulation agreements for high school students (Dylan)
  - Engage faculty to review agreements and qualifications in a timely fashion.

**Vision for Success Goal #3:** Decrease the average number of units accumulated by CCC students earning an associate’s degree, from approximately 87 total units (the most recent system wide average) to 79 total units – the average among the quintile of colleges showing the strongest performance on this measure.

**Strategic Initiative 1 - Student Learning**

**Strategic Initiative 2 - Student Progression and Completion**

**Work Plan Activities** – Focus on identifying programs of studies that have high unit count and streamline them to meet industry needs.

- Credit for Prior learning (CTE Advisors)
  - Understanding the equivalency process prior to submission of documentation. Being able to award units for equivalent experience form the industry will put the student on the path closer to completion.
- Success rate for CTE courses (CTE Advisors, Job Developers)
  - Ensure Advisors are providing Ed plans and stackable certificates options, inching students towards their end goal.
  - Provide higher ed and career options through exploration events (Job Developers)

**Vision for Success Goal #4:** Increase the percent of exiting CTE student who report being employed in their field of study, from the most recent statewide average of 60 percent to an improved rate of 69 percent – the average among quintile of colleges showing the strongest performance on this measure.

**Strategic Initiative 1 - Student Learning**

**Strategic Initiative 2 - Student Progression and Completion**

**Work Plan Activities** –

- Increase the median annual earning for students exiting programs will support the student obtaining employment within their field of study.
• Enhance the Advisory Board Committee engagements. (Job Developers)
• Expand on the Work Experience Courses by 10% (Job Developers)
  o Engage department chairs to help identify faculty instructors of record.
  o Recruit faculty to duplicate WEX template for program areas that do not currently have an approved course (JDS)
• Increase Work Experience employers by 20% (Job Developers)
• Increase awareness of Jobspeaker single sign on capability (Job Developers)
• Ensure Strong Workforce and Perkins projects are aligned with Industry and Community needs
  o Continue to bring in new employers to share information and feedback on real time industry trends (Job Developers)
  o Build the relationship with Hard Rock Hotel to establish partnerships in Retail, Hospitality, and Maintenance. (Job Developers)

**Vision for Success Goal #5:** Reduce equity gaps across all of the above measures through faster improvements among traditionally underrepresented student groups, with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing those achievement gaps for good within 10 years.

  **Strategic Initiative 1 - Student Learning**
  **Strategic Initiative 2 - Student Progression and Completion**

**Work Plan Activities –**
• Increase targeted outreach activities collaborating with infinity groups and support programs on-campus to provide resource presentations (CTE Advisors, Job Developers)
• Engage in the Student Information Desk (Peer Mentors)
• Professional Development
  o Offer resource workshops in collaboration of professional development department (Stephanie, Job Developers)
• Scheduling practices (Rachael)
  o Improve scheduling timeframe and more accurate offerings of WEX courses
• Documentation of proper practices and procedures for sharing to increase consistency.
• Increase employment opportunities in job speaker and encourage use of system to ensure all students are receiving equal opportunity. (Job Developers)
  o Provide more direct recruitment efforts in placement of students to industry partner employers.