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.

Career Education

Ensuring students stay on the path of completion and earn their certificates or degrees are vital to the vision of Bakersfield College. Improving some of the following processes will support this goal.

1. Certificate process
   a. Established process for routing approvals in a timely manner.
   b. Developed an agreement with third party to conduct printing and shipping.

2. Education Advisor
   a. Individual Training in Starfish and Data Coaching
   b. Peer Mentor Support
      a. Increased the hires for Peer Mentors supporting the
   c. Auto awarding in Starfish
   d. Assign an Educational Advisor to the apprenticeship programs to work on Educational Planning.

3. Apprenticeship Programs
   a. Updated 1 of the programs curriculum and working on the other programs, do to turnover in staff at the apprenticeship program this is still pending obtaining their standardized curriculum.

ESIT/INDA

Working with Faculty Chairs and Faculty members of the ESIT and Industrial Automation program, we will work to achieve the following:

1. 340 degrees and certificates in 2020-2021 Baseline data 2018-19
   a. COVID impacted a few of the completion goals but overall the programs are remaining strong.

INDA

1. Expansion of Baccalaureate Program (Cynthia Quintanilla, Jason Dixon, Kylie Swanson, CRC Regional Director Gary Potter)
   a. 3 Early College expansion COA programs
   b. 5 additional program in development

2. Rehab the Advisory Board to include various sub committees comprised of Marketing, Curriculum Development Alignment, and Funding/Outreach.
   a. This will increase engagement from industry partners, streamline the advisory board, and concentrate on continuous improvement.
i. COVID impacted the engagement but the foundation for the board is established, have grown additional partnership with 4 new industries.

3. Completed the development of feeder community colleges.
   a. Identify all the regional community college that feed to the INDA program
      i. Delta College
      ii. West Hill Lemoore
      iii. Taft College
      iv. Clovis
      v. COS
      vi. FCC
      vii. Chaffy College is currently in discussion
   b. Identify potential community college outside of the region to feed to the INDA program
      i. Orange County
      ii. Los Angeles County/Riverside

**Vision for Success Goal #2: Increase by 35 percent the number of CCC students transferring annually to a UC or CSU.**

**Career Education**

By supporting the drive for momentum points, Career Education team will increase the number of students that transfer.

1. Educational Advisor (Dominica, Juan, Dylan)
   a. Pathway advisors continue to work within their pathways but COVID changed the direction of the advisor to focus on various activities outside of transfers.

2. Articulation
   a. Increase the number of courses that are articulated with all high schools throughout Kern County.
      a. Articulation halted due to High Schools not wanting to renew or updated as they were sure students would be able to complete.

**ESIT/INDA**

Industrial Automation program is looking at accepting transfer students from a variety of programs. These programs will come from Bakersfield College internal programs, Regional Colleges; such as Delta College, West Hills Lemoore College, Taft College and Fresno Community College.

1. COVID impact transfer students as travel and relocation was limited due to stay at home orders.
Vision for Success Goal #3: Decrease the average number of units accumulated by CCC students earning associate’s degrees, 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.

No major curriculum updates were performed to reduce the unit accumulation due to COVID.

Career Education

Career Education is always seeking methods to streamline the program of studies to ensure students are awarded their certificates and degrees in a timely manner. By developing or improving upon these processes, we can make that happen.

1. Credit for Prior Learning
   a. Board Docs have been submitted and approved.
   b. Programs have been identified and establishing internal alignment.

2. Employers Training Resource
   a. Space was identified and moved in to support the housing of a representative from ETR but COVID impacted the working on site and everyone transitioned to remote.
   b. Caljobs continues to be updated with new certificates to allow referrals to identify programs for completion.

Vision for Success Goal #4: Increase the percent of exiting CTE students 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 the quintile of colleges showing the strongest performance on this measure.

Career Education

Workforce for Career Education has focused on Career Exploration and employer engagement with the program of studies and faculty. Linking the education student obtain to the desired industry, validates the pathway choices students are making.

1. Increasing the median annual earning for student exiting programs will support the students obtaining employment within their field of study.
   a. COVID Impacted

2. Focus Strong Workforce Projects to meet the industry needs and regional priorities.
   a. COVID Impacted

3. Improve upon the enrollment process for Apprenticeship programs to streamline and expand.
   a. COVID Impacted

4. Increase the enrollment of Work Experience by 10%
   a. COVID Impacted

ESIT/INDA

Dean of Instruction: Engineering Systems and Industrial Technology / INDA
Working with Department Chairs and Faculty:

- Explore the development of creating an Energy Hub for California Central Valley
  - In progress and continues to grow
- Expand on the driving Advisory Boards to transition to committees to Strategic Partners
  - COVID Impacted
- Increase the engagement with Bakersfield College foundation with philanthropic opportunities with industry partners.
  - Secured several new partnerships and continue to grow

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.

Career Education

Career Education is always driving the work to improve upon the disproportionately groups. Therefore, we ask ourselves the following questions.

1. Which population groups are underrepresented in the CTE programs overall
2. Are there additional enrollment discrepancies related to high wage, high skill occupations?
3. How are special population groups performing in the programs
   a. COVID Impacted

ESIT/INDA

INDA

Equity within the INDA program will focus on enrolling a more diverse population. This includes marketing to Women, African American and Hispanic Students.

- Evaluate a process to create a Tutor Program for the Upper Division classes.
  - Resources
  - Student Employment
    - COVID Impacted