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 certificates and earn their certificates or degrees are vital to the vision of Bakersfield College.

- Goal to increase FTES by Pathway
  - 2016 – 364.1
  - 2017 – 384.8
  - 2018 – 436.9
  - 2019 – 476.1
  - 2020 – 454.1
  - 2021 goal – 571.32
- Certificates
  - Streamlining the process (Tanisha, Stephanie, Advisors)
  - Utilization of resources for processing, printing and issuing (Tanisha, Stephanie)
  - Expanded offering with Early College, Inmate Scholars and Dual Enrollment (Early College Team, ISP team, ASIT faculty)
  - Auto Awarding Certificates in Starfish (Starfish Team, Educational Advisors, Stephanie, Rebecca Farley)
- Enrollment Management Strategies
  - Enrollment Management – Persistence
    - Utilization of Data Dashboards for student success and progression (ASIT Faculty, Chairs)
    - Training in Starfish and Data Coaching (Educational Advisors, ASIT Faculty, Chairs)
    - Engage in Completion Coaching Pathways Campaign (ASIT, Educational Advisors, JDS, Support staff, Peer Mentors)
    - Increase the utilization of Ocelot text messaging resource to pathway students (Ed Advisors, ASIT, JDS)
      - Each program should build a template of messages to encourage students in their program to persist and complete.
  - Enrollment Management – Growth
- Develop CCCApply Noncredit application (Educational Advisors, Stephanie, Program Managers)
- Implement the utilization of Ad Astra (Department Chairs)
- Efficiency Metrics: Seats, Sections, Modality, Students, Discipline Targets, Room utilization (Chairs)

- Goals to increase Degree/Certificates
  - Architecture Baseline 2020-21
    - Certificate/Degrees - 6
      - Goal 10
  - Automotive Baseline 2020-21
    - Certificate/Degrees - 29
      - Goal 35
  - Construction Baseline 2020-21
    - Certificate/Degrees - 3
      - Goal 5
  - Electronics Baseline 2020-21
    - Certificate/Degrees - 21
      - Goal 25
  - HVAC Baseline 2020-21
    - Certificate/Degrees - 11
      - Goal 13
  - Industrial Automation Baseline 2020-21
    - Certificate/Degrees - 51
      - Goal 62
  - Industrial Drawing – Baseline 2020-21
    - Certificate/Degrees - 10
      - Goal 12
  - Industrial Technology – Baseline 2020-21
    - Certificate/Degrees - 11
      - Goal 13
  - Manufacturing – Baseline 2020-21
    - Certificate/Degrees - 0
      - Goal 2
  - Occupational Safety Risk Management – Baseline 2020-21
    - Certificate/Degrees - 2
      - Goal 3
  - Welding – Baseline 2020-21
    - Certificate/Degrees - 8
      - Goal 10
  - Water Technology – Baseline 2020-21
    - Certificate/Degrees - 0
      - Goal 0
  - Wood – Baseline 2020-21
    - Certificate/Degrees - 0
      - Goal 2
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 – Industrial Technology Pathway will support the goal of increasing the number of CCC students transferring annually by 35 percent.

- Develop educational plans for students to complete 30 units a year. (Steve, Cynthia, Educational Advisors)
- Engage in peer mentor outreach campaigns (Stephanie, JDS, ASIT)
- Engage in Transfer Events, Expos, on campus and at local campuses and events (All)
- Increase the number of Articulation agreements for high school students to increase their success (Dylan, Stephanie, ASIT)
- Increase the number of students who are seeking to transfer to the Industrial Automation Bachelor’s program. (Cynthia, Ed Advisors, ASIT, Program Manager)
  - Expand the number of Articulation agreements with Colleges for the BDP (Cynthia, Jason Dixon, INDA Faculty, Program Manager)
    - Increase the approved agreements to 14 – that’s a 50% increase

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 (ASIT, Chairs, Stephanie)
  - 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 (ASIT, Educational Advisors, Chairs)
  - With an increase in success rate out students would not have to repeat courses, which could lead to completion within the expected timeline and allow students to focus on core classes for completion vs filling classes while waiting.
- Program average degree completion baseline – (Dylan and Steve, ITT Pathway)

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. (ASIT)
- Align projects to meet the industry need and regional priorities (ASIT, Martin)
- Enhance the Advisory Board Committee engagements. (Martin, ASIT, Stephanie)
- Expand on the Work Experience Courses by 10% (Stephanie, JDS)
- Increase Work Experience employers by 20% (ASIT, JDS, Stephanie)
- Get Jobspeaker single sign on capability (Stephanie)
- Ensure Strong Workforce and Perkins projects are aligned with Industry and Community needs (SWF PM, Stephanie, Carlos, Martin, CTE Faculty)
- Apprenticeship Expansion (Carlos, Kathy)
  - Complete California Apprenticeship Initiative Grant application for planning (Bonita, Carlos, Bobby)
  - Build the relationship with Hard Rock Hotel to establish partnerships in Retail, Hospitality, and Maintenance. (Carlos, Stephanie, JDS)
  - Build Educational Plans for Current Apprentice in the program to identify the number of General Education courses required to assign for apprentice cohorts. (Educational Advisors, Carlos)
- Develop and finalize the partnership with Greater Bakersfield New Car Dealership Association (Andrew, Martin)
  - Curriculum mapping for CDCP
- Continue to review the reconditioning program for McFarland HS Early College program (Andrew, Martin, Kylie)
- Establish a mapping for courses to be offered with the Wonderful Employers Training Center at the Industrial Park (Martin, Carlos)

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 –

- Create a tutor program for the students (Paul, Cynthia)
- Targeted outreach activities (CE, ASIT)
- Engage in the Student Information Desk (ASIT, CE)
• Professional Development
  o Safety training
  o Diversity, Equity and Inclusion
• Scheduling practices (Chairs, ASIT)
  o Be mindful of the needs for the students
• Improve on the awareness for budget management (Chairs, Management, Support Staff)
• Succession planning (Managers)