**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
  - Working with all involved in the streamlining the process
  - Expanded offering with Early College, Inmate Scholars and Dual Enrollment
  - Auto Awarding Certificates

- Enrollment Management Strategies
  - Enrollment Management – Persistence
    - Utilization of Data Dashboards for student success and progression
    - Take part in the training in Starfish, Banner and Data Coaching
    - Engage in Completion Coaching Pathways Campaign
    - Increase the utilization of Ocelot text messaging resource to pathway students
  - Enrollment Management – Growth
    - Develop CCCApply Noncredit application

- 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**
  o Electronics Baseline 2020-21
    ▪ Certificate/Degrees - 21
  • **Goal 25**
  o HVAC Baseline 2020-21
    ▪ Certificate/Degrees - 11
  • **Goal 13**
  o Industrial Drawing – Baseline 2020-21
    ▪ Certificate/Degrees - 10
  • **Goal 12**
  o Industrial Technology – Baseline 2020-21
    ▪ Certificate/Degrees - 11
  • **Goal 13**
  o Manufacturing – Baseline 2020-21
    ▪ Certificate/Degrees - 0
  • **Goal 2**
  o Occupational Safety Risk Management – Baseline 2020-21
    ▪ Certificate/Degrees - 2
  • **Goal 3**
  o Welding – Baseline 2020-21
    ▪ Certificate/Degrees - 8
  • **Goal 10**
  o Water Technology – Baseline 2020-21
    ▪ Certificate/Degrees - 0
  • **Goal 0**
  o Woodworking – 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.

- Assist in the development of educational plans for students to complete 30 units a year.
- Take part in peer mentor outreach campaigns
- Continue to participate and in Transfer Events, Expos, on campus and at local campuses and events
- Provide information to students who are seeking to transfer into programs within the ITT areas focusing on areas with great potential for entering the workforce
  - Expand the number of Articulation agreements with Colleges for the BDP
**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.

- Work collaboratively with Perkins Pathway recipients, CE Dean/Director and staff in meeting the needs to enhance the programs via Perkins (VTEA) funds in order to provide key assistance for student growth and success
- Enhance opportunities to build additional dual enrollment courses and high schools
- Work with ITT faculty and staff to review program average degree completion baseline for a true and shorter path to completion

**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** –

- Work collaboratively with Perkins Pathway recipients, CE Dean/Director and staff in meeting the needs to enhance the programs via Perkins (VTEA) funds in order to provide key assistance for student growth and success
- Support the increase the median annual earning for students exiting programs and support the student obtaining employment within their field of study.
- Align projects to meet the industry need and regional priorities via
- Enhance the Advisory Board Committee engagements.
- Collaborate with faculty (CTE) and administration/staff to ensure Strong Workforce and Perkins projects are aligned with Industry and Community needs
- Assist in developing and finalizing the partnership with Greater Bakersfield New Car Dealership Association
- Continue to review the reconditioning program for McFarland HS Early College program as well as bringing in new opportunities for IIT pathways at other area schools
• Work with ITT staff in establishing a mapping for courses to be offered with the Wonderful Employers Training Center at the Industrial Park

**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 equity-based events such as, ‘Class to Employment’ seminars, Women in the Industry”, Careers for YouX,

• Work with Outreach and CE to bring targeted outreach activities to the forefront of equity-based enrollments and success,

• 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

• Succession planning focusing on future short- and long-term visions and needs