

Workforce Readiness Progress and Goals

Los Rios Board of Trustees
April 9, 2025



Presentation Team

- Frank Kobayashi, AVC, Instruction
- ARC:
 - Raquel Arata, Dean, Career Education & Workforce Development
 - Gary Aguilar, Dean, Manufacturing, Construction & Transportation
- CRC: Dana Wassmer, AVP of Instruction
- FLC: Chris Morris, Dean of Instruction, Career Ed
- SCC:
 - Paulette Lopez, Dean, Education and Health Professions
 - Paul Estabrook, Dean, Technology & Innovation

Presentation Agenda

- Introduction/Opening
- College Reports:
 - ARC
 - CRC
 - FLC
 - SCC

Fueling the Workforce

The Los Rios community colleges play a critical role in workforce readiness and development.

- Preparing students for the workforce
- Offering high-quality career technical education (CTE)
- Providing work-based learning opportunities
- Addressing labor market needs
- Helping students develop the competencies required for employment



Workforce Programs Action Plans

Board Request: provide “a detailed analysis of workforce readiness programs at each college with program-specific action plans designed to ensure equitable access to, achievement in, and completion of workforce readiness programs”.

This report:

- analyzes districtwide trends
- overview of CTE programs at each college
- detailed analysis of 2-3 programs per college

American River College

Raquel Arata, Dean, Career Education & Workforce
Development

Gary Aguilar, Dean, Manufacturing, Construction &
Transportation



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American River College Workforce Development

Dr. Raquel Arata and Gary Aguilar

CTE Highlights

- **Breadth of offerings:**

84 degrees and certificates across eight meta majors

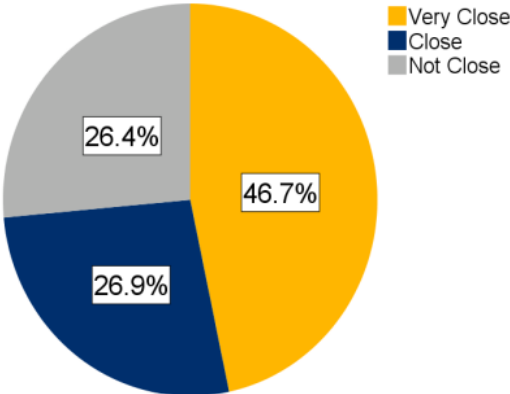
Manufacturing, Construction, and Transportation; Health; Business; People, Culture, and Society; Arts; Language and Communication; Public Safety, STEM

- **Award-winning:** Geographic Information Systems
- **High-achieving:** Outstanding Health certification exam pass rates
- **Nationally recognized:** Respiratory Care
- **Rare and distinguished:** Funeral Service Education

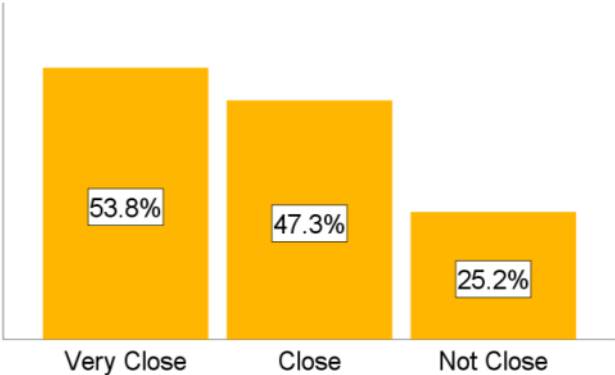


Career Technology Education Outcomes Satisfaction Surveys

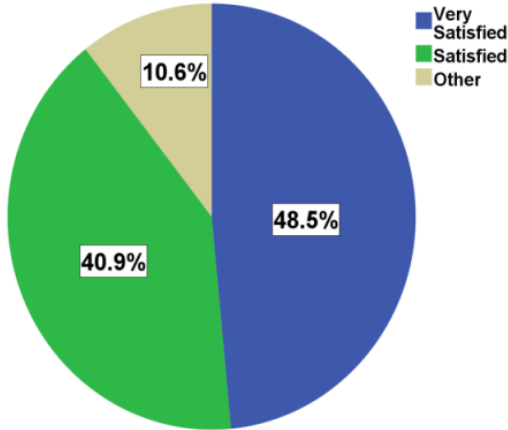
Percent of employed respondents who report working in their field of study.



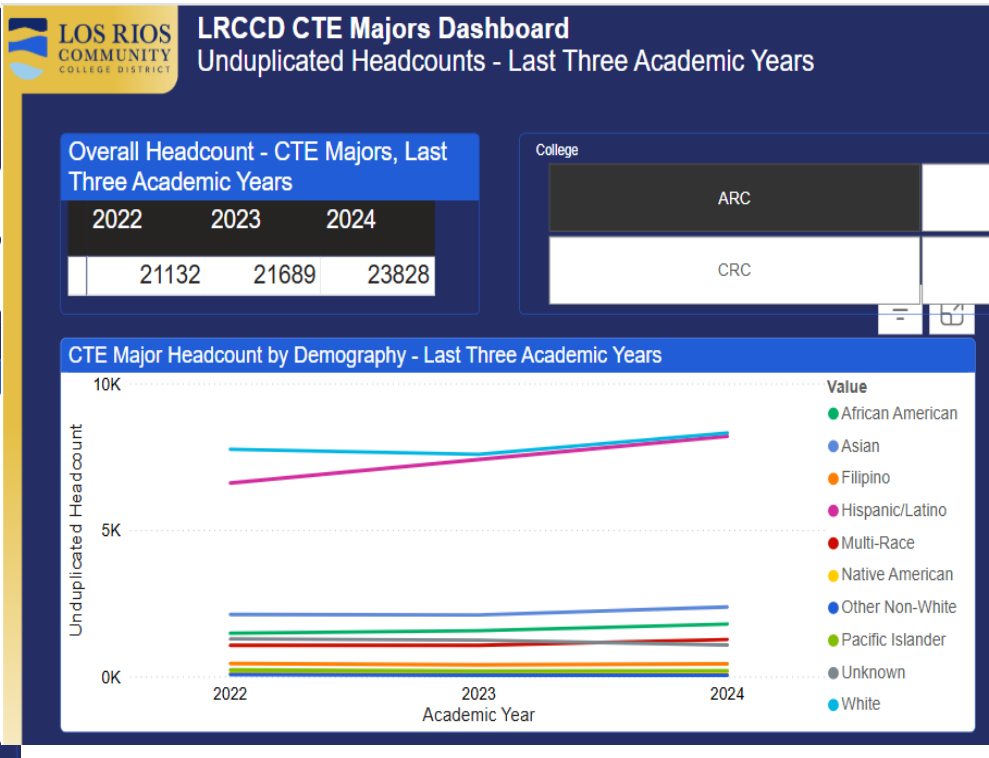
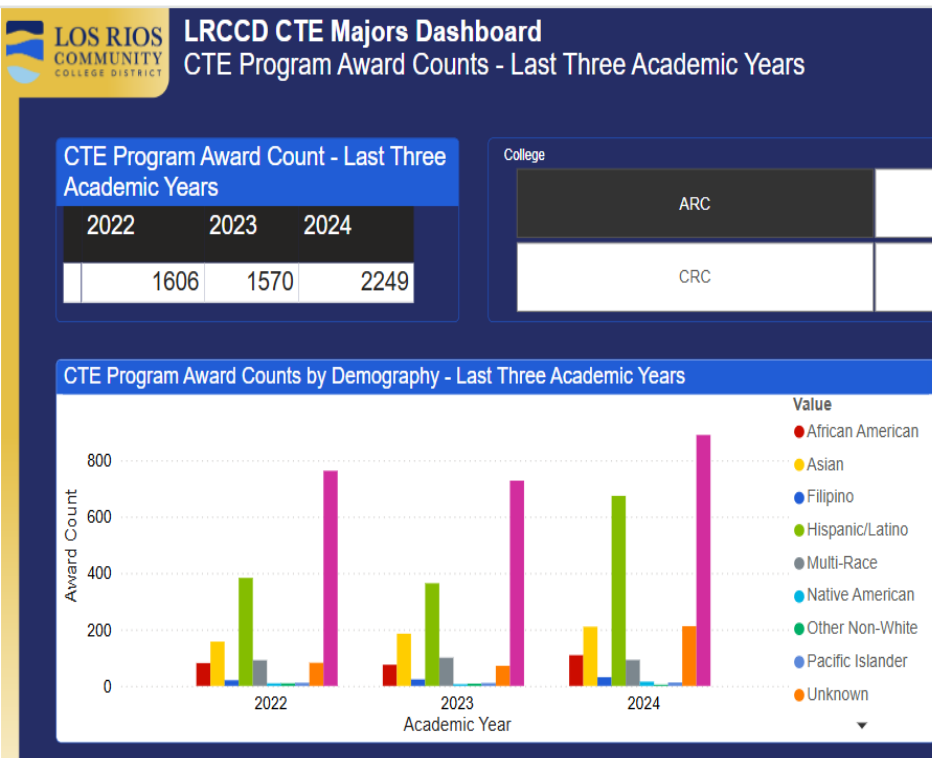
Percent of respondents who report earning \$30/hour or more by employment in field of study.



How satisfied are students with the education and training they received?



CTE Program Data



Theme 1: Enhanced Learning Opportunities

- **Adapting to students' needs**

- Curriculum and certificate refinement
- Multiple modalities, scheduling flexibility and varied teaching styles

- **Supporting mastery**

Open Labs, ARIEIL, Design Hub, Work-based Learning, Competitions

- **Addressing access**

- Zero Textbook Cost/Open Education Resources
- Provision of instructional materials and supplies



Theme 2: Continuous Improvement

- **Data collected and analyzed annually:**
 - Centers of Excellence reports and labor market information
 - Strong Workforce and Perkins Program (CCCCO, ARC Dashboard, Program level reports)
 - CTE Outcomes Survey
- **Institutional Planning:**
 - Two-year reviews (CTE program and curriculum)
 - Annual Unit Plans and Program Review (every 6 years)

Theme 2: Continuous Improvement

- **Faculty Professional Development**
- **Industry Advisory Committee engagement**
- **Community and work-based learning partnerships**
- **Regional collaboration**
 - Valley Vision
 - North-Far North Regional Consortium
- **Grant efforts**



Spotlight on Welding: *Preparing Students for the Workforce*

- Adjustment of course offerings, modalities and timing
- Implementation of the American Welding Program learning management system (materials available in 9 different languages)
- Open lab
- Diversification of faculty and staff
- Collaboration with ARIEIL
- Creation of local college competitions
- Providing course materials and PPE



Spotlight on Business Technology: *Addressing Student Needs*

- Curriculum and certificate redesign (Jan 1, 2025)
- Connections to DI focused professional organizations
- Finances, experience and engagement
- Paid internships at the beginning of the program
- LinkedIn Learning and Premium accounts
- ZTC

Cosumnes River College

Dana Wassmer, AVP of Instruction



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Strengthening Student Success in Career Education for Regional & Industry Needs

Dana Wassmer, AVPI, Economic & Workforce Development

Career Education Student Demographics & Enrollment Trends

- Increase in unduplicated student headcount
- Increase in students under 18 enrolling in CE programs
- Serving the most diverse population and first-time and first-generation students
- Supporting students from below-poverty/low-income backgrounds

Key Strategies

- Dual Enrollment
- Zero Textbook Cost
- Alignment with Regional Industry Needs
 - Targeting high-demand fields and emerging job markets
 - Utilizing labor market data to pinpoint middle-skill occupations
 - Talent pipeline management/Industry partners
- Work-Based Learning



Work-Based Learning (WBL)

- Course success rate for students engaged in WBL was 79.4% (72.2% college overall rate)
- More motivated due to the relevance and tangible nature of learning.
- Expansion of use of Makerspace

Programs	Enrollment (2024)	Employment Growth (2020-2030, California)	Annual Job Openings (California)	Median Salary (Greater Sac Area)
Veterinary Technology	61	22%	910	\$57,490
Fire Technology	228	4%	2160	\$101,980
Social Work/Human Services	498	18%	880	\$53,600
Cybersecurity	357	33% (national)	17,300 (national)	\$130,810
Construction	92	17%	16,290	\$57,350
Welding	119	11%	3,890	\$59,940
Pre-Health Occupations	1,753	-	-	-

Highlight: MEDA

- Strong partnerships with major healthcare providers
- Increased in Hispanic/Latino enrollment
- Increased in male students
- Course success rate of 80%
- Annual median salary in the Greater Sacramento Area: \$59,520
- Stepping stone to other higher-paying careers

Highlight: Cybersecurity/Cyber Defense

- Ranked 7th (of 150) in the nation
- National Center of Academic Excellence in Cyber Defense Designation
- Increased enrollment
- Course success rate of 80%
- MOU with CSUS
- Annual median salary in the Greater Sacramento Area: \$130,810

Employment Outcomes*

- 84% of students were satisfied with the education/training received at CRC (2023)
- 74% secured jobs closely related to their field of study
- 84% earned >\$20/hr
 - 37% earned >\$30/hr
- The majority experienced an increase in overall hourly wages after completing the training
- Completing CE studies is related to positive employment outcomes

* 2024 CRC Career & Technical Education Employment Outcomes Survey Report (enrolled 2021-22)

What Worked

Dedicated Instructional/Lab Assistant

Industry Partnerships

Talent Pipeline Management

Community Outreach (EGUSD)

Available Career and Wage Information

Acquired Needed Funds

Areas of Focus

- Increase enrollment
- Increase course success rates
- Increase the number of students participating in work-based learning activities
- Expand clinical placement opportunities
- Improve faculty recruitment and retention
- Securing needed funds

Folsom Lake College

Chris Morris, Dean of Instruction, Career Ed



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Folsom Lake College

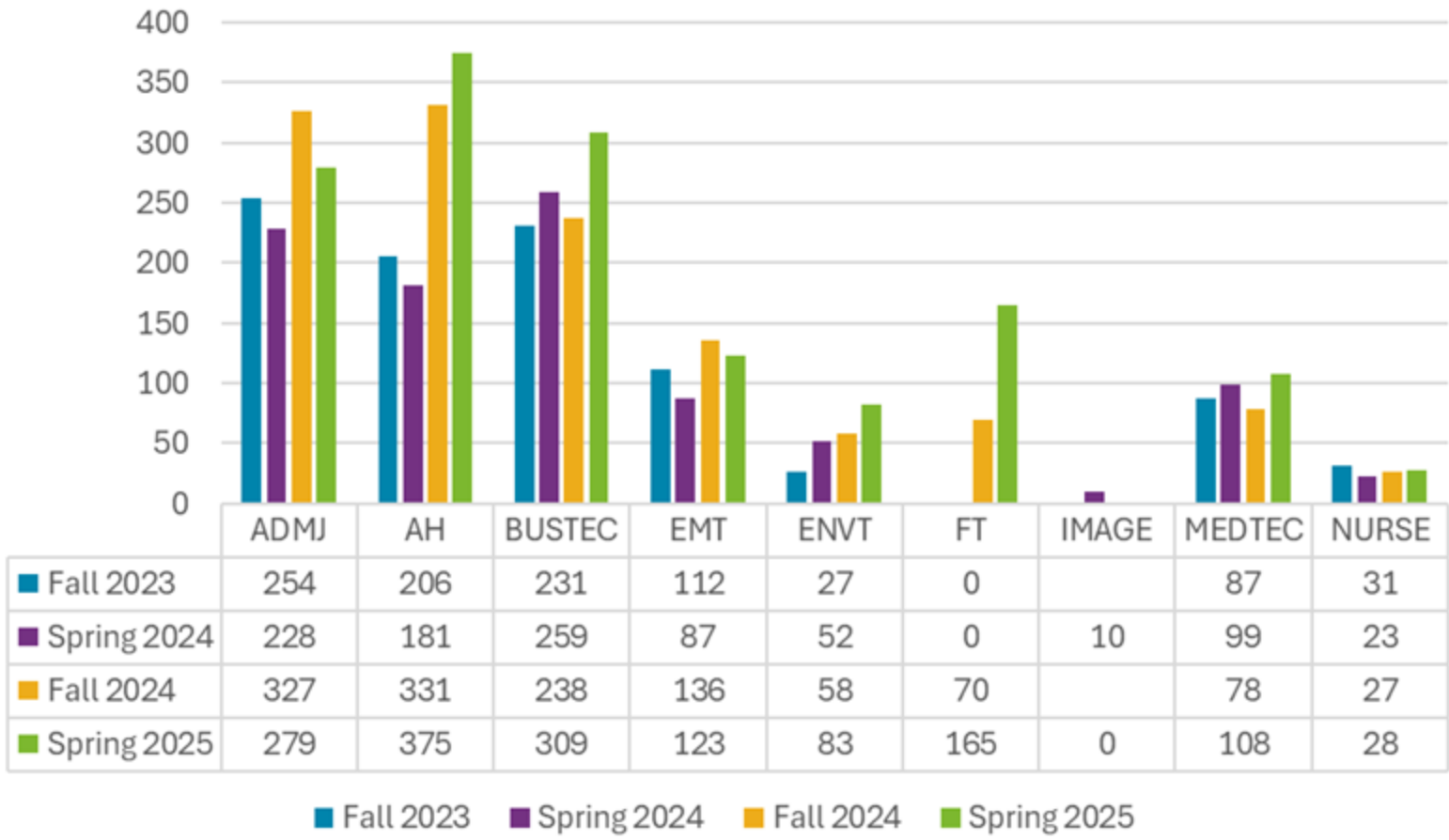
Workforce Education

Dr. Christopher Morris

Dean of Instruction, Career Education



CTE Enrollment by Program / Course



Programs Preparing Students for Immediate Employment

- Administration of Justice
- Business Technology
- Emergency Medical Technician
- Environmental Technology
- Nurse Assistant Training Program (CNA)
- Medical Technology
- Advanced Imaging
- Fire Technology
- Allied Health



Low Unit Certificates Leading Directly to Work

Program	Units
Emergency Medical Technician	8
Nurse Assistant Training Program	7
Small Winery Marketing	15
Water/Wastewater Management	29
Real Estate	9
Advanced Imaging (CT or MRI)	12
Business Information Professional 1 & 2	20 & 16



New and Future Programs

Fire Technology	Fall 2024
Certified Wellness Coach	Fall 2025
Quality Control Apprenticeship	Fall 2025
Radiologic Technology	Spring 2026
Acute Care Certificate	Spring 2026
Regional Fire Academy	Fall 2026
Histotechnology	Fall 2027
Medical Assisting	Fall 2027



Addressing Barriers to Success

- **Zero textbook costs in career education programs**
- **Additional instructional assistants in EMT and CNA**
- **Grants and philanthropy to support**
 - **Uniforms**
 - **Testing**
 - **Textbooks**
 - **Malpractice insurance**
 - **PPE**
 - **Background checks**
- **Day and evening schedules**



Sacramento City College

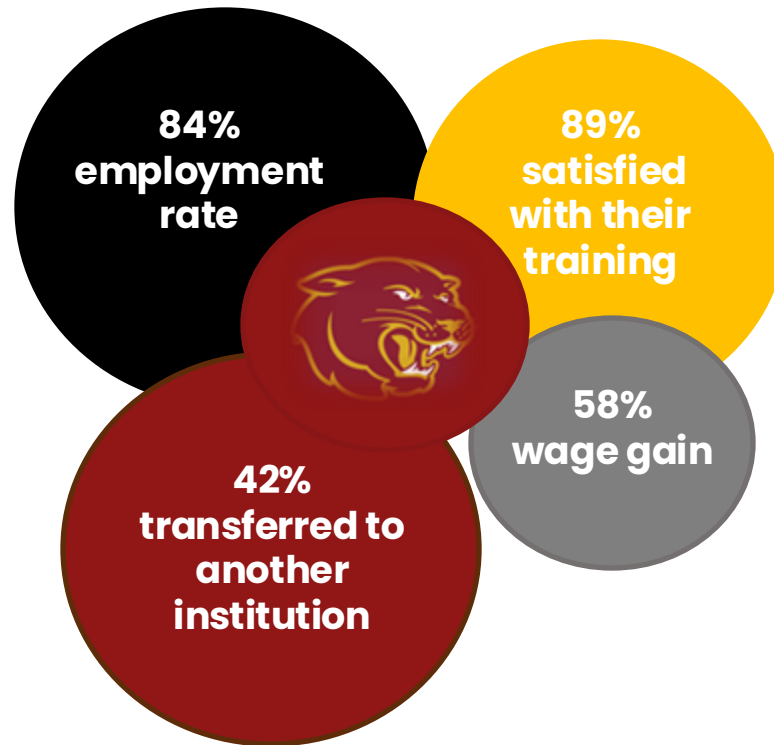
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Why Career Education at SCC



Health Professions & Industries

Arts and Communication

Commercial Music
Cosmetology
Design and Digital Media
Fashion – Applied Apparel Studies
Photography
Theatre Arts

Health and Health Professions

Allied Health
Cardiovascular Technician
Community Health Worker
Dental Assisting
Dental Hygiene
Nursing
Occupational Therapy Assistant
Optical Technology
Physical Therapy Assistant

Business and Industry

Accounting
Aircraft Maintenance Technician
Aviation
Business
Computer Information Science
Cosmetology
Electronics Technology
Entrepreneurship
Flight Technology
Industrial Maintenance
Mechanic Technician
Library
Mechanical-Electrical Technology
Railroad Operations

People and Society

Administration of Justice
Early Childhood Education
Education/Teaching

Science, Math, and Engineering

Chemical Technology
Engineering Design Technology
Field Ecology

Key points



-  **SCC: Driving Workforce Readiness**  *38+ CTE Education Programs*
-  **Student-Focused Learning**  *96% Persistence Rate*
-  **Career Readiness & Employment**  *84% Employment rate for CTE graduates*
-  **Strengthening College Pathways**  *Increasing opportunities for high school students*
-  **Innovative Workforce Development & Industry Collaboration**  *Healthcare and Industry Pathways*

Health Professions and Industries Student Success Snapshot

Total Award Count = **265**
 (Highlighted HP and Industry Programs, 2023-2024)

Fall 24
 Headcount (unduplicated) = **623**
 Enrollments = **1138**



Ethnicity	DI	Success
African American	■	75.64%
Asian	①	89.49%
Filipino	①	91.14%
Hispanic/Latino	①	91.85%
Multi-Race	▲	83.75%
Unknown	①	93.33%
White	▲	88.35%
Total		88.79%

Career outlook
2021–2033‡:

Healthcare
occupations:

↑ 13%

High Demand
Employment

Pathways for
undecided
students

Engagement
Opportunities
for HS Students



Health Professions at a Glance

Career-Ready Programs (Median Local Wages*)

Community Health Worker† (\$48,200/yr)	Occupational Therapy Assistant (\$77,190/yr)
Optical Technician (\$44,640/yr)	Physical Therapist Assistant (\$76,880/yr)
Dental Assisting (\$47,830/yr)	Licensed Vocational Nurse (\$62,160/yr)
Dental Hygienist† (\$100,060/yr)	Registered Nurse (\$131,760/yr)

Pre-Health Occupations, Certificate and Associate Degree

* Local Wage Source: ONet, Bureau of Labor Statistics [2023 wage data](#)

† HS Articulation Agreement in Select School Districts

‡ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook

Railroad Operations at a Glance



High Demand Employment
(median salary= \$73,580/yr)

Headcount: 2 Cohorts/year

Program Length: 7 months

Graduates are guaranteed an automatic interview with our partners:

Union Pacific Railroad, AMTRAK and
Transit America

Program Costs (beyond tuition)

Work boots and gloves: up to
\$150.00. *Safety gear included in
tuition.*



Flight Technology at a Glance



High Demand Employment
(median salary= \$134,630/yr)

Headcount:
80 Students Annually/Estimated 160

Program Length
3 Semesters & 2 Summers + Flight Hours

Program Costs (beyond tuition)
Textbooks, Charts & Supplies = \$200
Flight Training Costs = \$70,000 - \$80,000



SCC SOAR: Outreach & Recruitment





Next Steps

Strategies for Equitable Access

Ongoing and Upcoming Outreach Efforts

Future Developments



Thank you!

