California Community Colleges

Strong Workforce Program Updates

8/24/2023

"More, Better CTE"

Investment by the Legislature during FY 2016-17 in workforce training with the goal of increasing the number of middle-skill workers.

The **"more"** is increasing the number of students enrolled in programs leading to high-demand, high-wage jobs.

The **"better"** is improving program quality, as evidenced by more students completing or transferring programs, getting employed or improving their earnings.

Chancellor's Office Role in Implementing the Strong Workforce Program (SWP)

Education Code Sections 88820 - 88833

- **Facilitate** the development, implementation, and sharing of CTE effective practices, curriculum models and courses, and community college credentials, certificates, degrees, and programs statewide.

- **Provide** accessible performance and labor market data that can be used to support the implementation of the SWP and related efforts to align regional workforce and education programming with regional labor market needs.

- **Ensure** that community college district SWP expenditures are focused on improving student success and workforce outcomes for all students enrolled in community college CTE courses, programs, and pathways.

Facilitate = Field Guidance & Implementation

Provide = Data & Research + Technology Infrastructure and Investments (Launchboard)

Ensure = Funding and Contract Management

California Community Colleges

Statewide SWP Supporting Cast

- **Regional Consortia** - establish regional strategic priorities, administer state and federal funding; form industry and public private partnerships; provide recommendations about curriculum; and approve funding proposals for Career Education programs.

  - https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/regional-consortium-chairs

- **Centers of Excellence** - provide customized data on high growth, emerging, and economically-critical industries and occupations.

  - https://coeccc.net/

- *Both the Regional Consortia and Centers of Excellence are funded by the Chancellor's Office, Workforce and Economic Development Division.*

23-24 Strong Workforce Funding Allocation Breakdown

SWP Total Allocation = $290m

Chancellor's Office Admin
= $14m

SWP Funds to the Field
= $276m

Local Share (60%)
= $138m

Regional Share (40%)
= $92m

Strong Workforce Program Funding Formula

Both the Strong Workforce Program base and incentive funding allocations are re-calculated each year according to the factors prescribed in [Education Code Section 88825.](#)

	Factors	Proportion of SWP Funds
Base Funding	Unemployment Rate	1/3
	Career Education FTES	1/3
	Job Openings	1/6
Incentive Funding	SWP Metrics	1/6

California Community Colleges
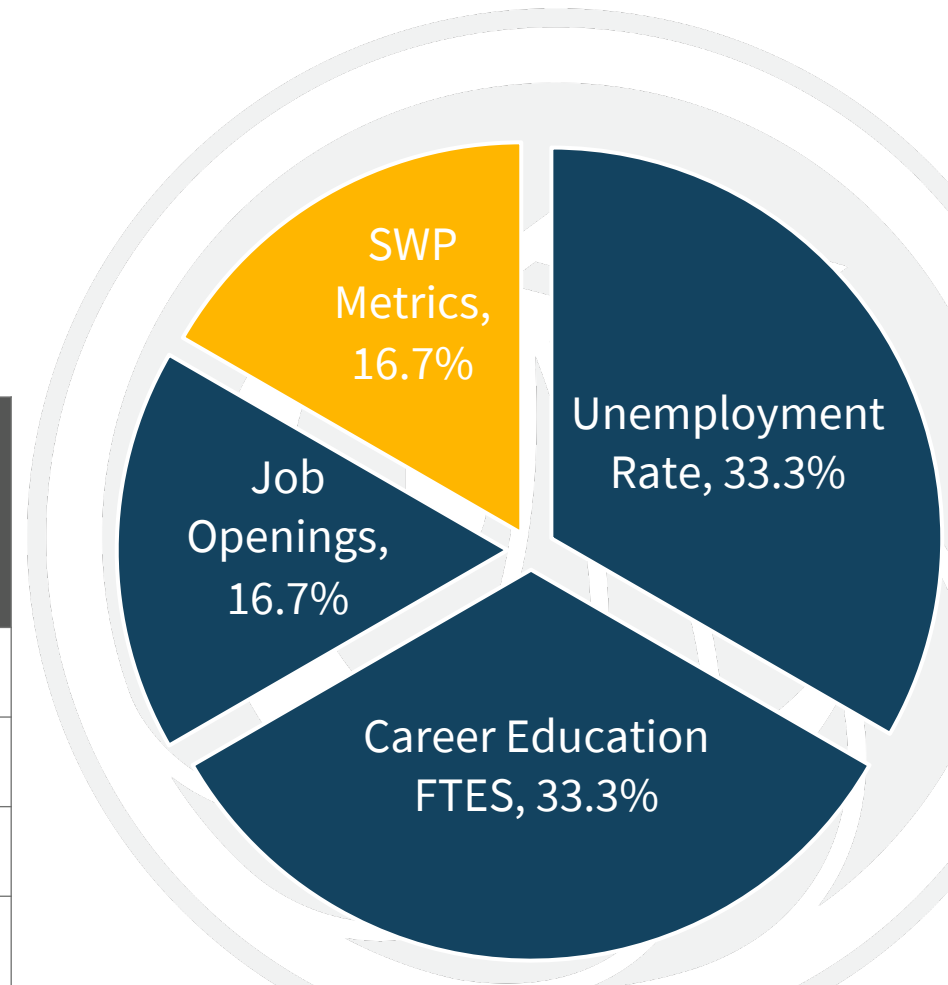
SWP Funding Formula Explanations

- CTE FTES calculation is based on total students enrolled in CTE courses identified by approved TOP Code designation.

- Job Openings funding is allocated to regions where new jobs are being created. Job openings account for new jobs, not the back filling old vacant jobs. The factor measures economic growth and is typically affected by population size.

- Unemployment rate calculation is based on the regions unemployment rates in relation to the state's unemployment rate. This factor impacts regions with larger populations the most.

Unemployment Rate

CTE FTES

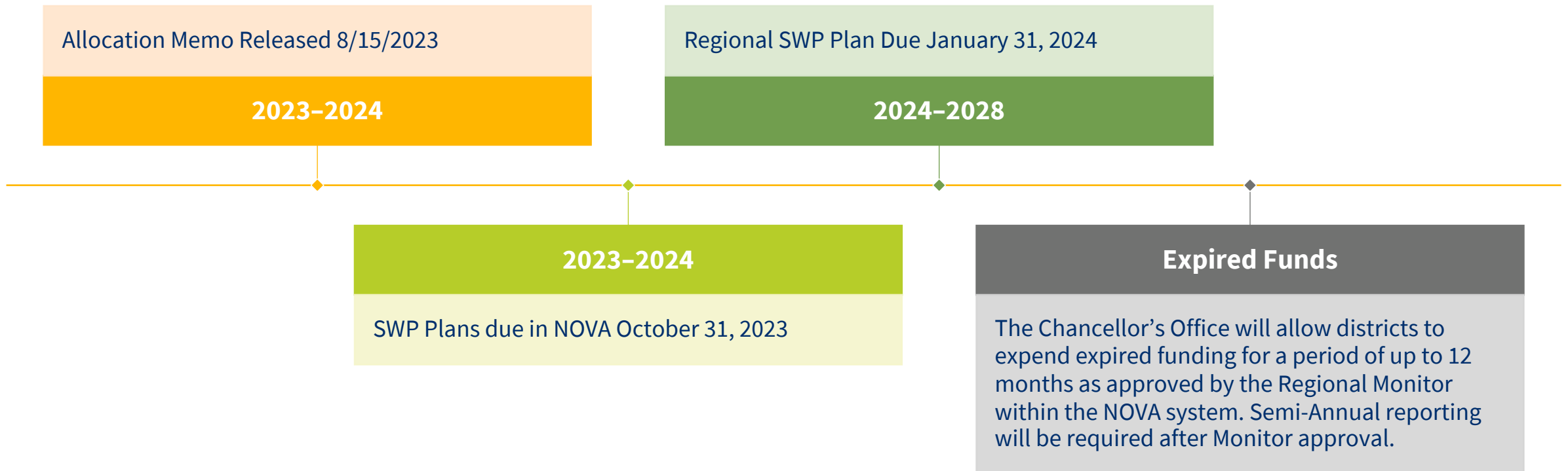Job Openings

California Community Colleges
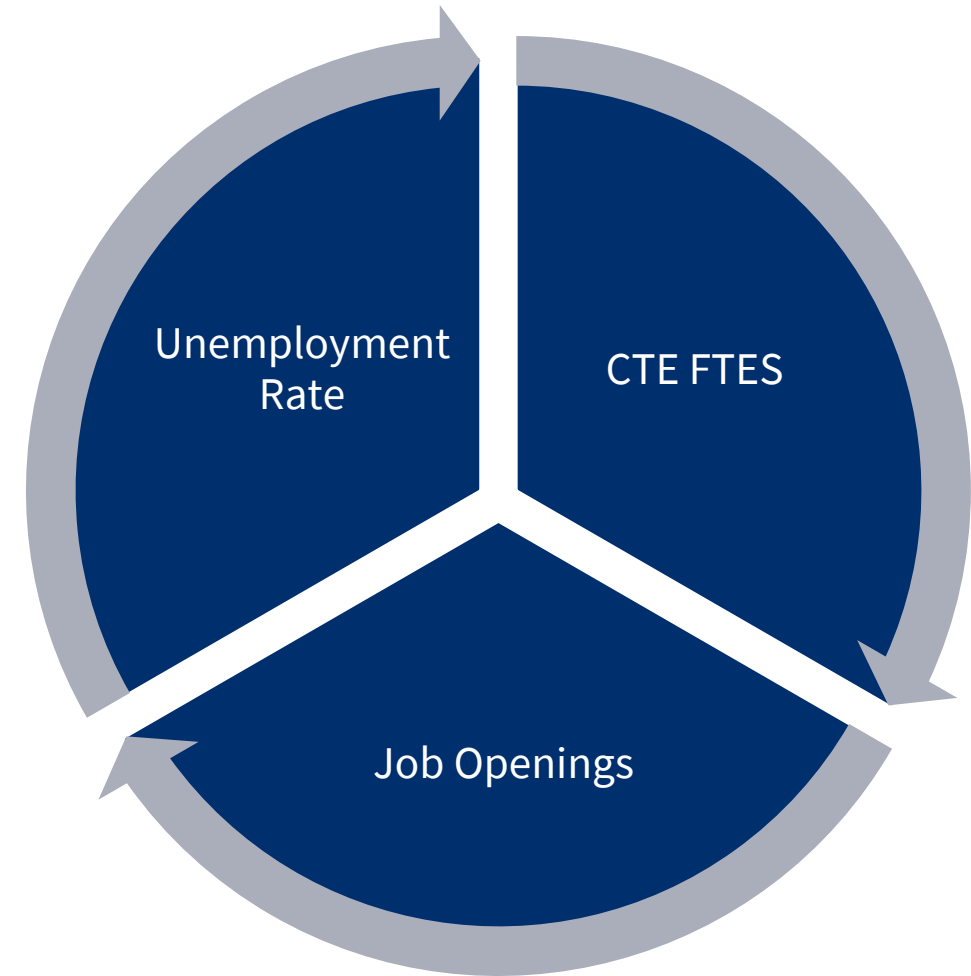
Use of Funding to Meet SWP Program Intent

- Per Education Code, the use of Strong Workforce Program funding will meet the intent of the program to accomplish the following:
  - (A) Increase the number of students in **quality career technical education courses, programs, and pathways** that will **achieve successful workforce outcomes.**
  - (B) Increase the number of **quality career technical education courses, programs, and pathway**s that **lead to successful workforce outcomes**, or **invest in new or emerging career technical education courses, programs, and pathways** that may become operative in subsequent years and are likely to lead to successful workforce outcomes.

SWP Metrics

Metric Type	Metric
Progress	Strong Workforce Program Students Who Earned 9 or More CTE Units in the District in a Single Year
	Strong Workforce Program Students Who Completed a Noncredit CTE or Workforce Preparation Course
Credential Attainment	Strong Workforce Program Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status
Transfer	Strong Workforce Program Students Who Transferred to a Four-Year Postsecondary Institution
Employment	Strong Workforce Program Students with a Job Closely Related to Their Field of Study
Earnings	Median Annual Earnings for Strong Workforce Program Exiting Students
	Median Change in Earnings for Strong Workforce Program Exiting Students
	Strong Workforce Program Exiting Students Who Attained the Living Wage

California Community Colleges

Upcoming Deadlines

Allocation Memo Released 8/15/2023

2023–2024

Regional SWP Plan Due January 31, 2024

2024–2028

2023–2024

SWP Plans due in NOVA October 31, 2023

Expired Funds

The Chancellor's Office will allow districts to expend expired funding for a period of up to 12 months as approved by the Regional Monitor within the NOVA system. Semi-Annual reporting will be required after Monitor approval.

SWP Fiscal and Programmatic Reporting

Javier Cazares, SWP Lead

Is the expenditure allowable?

Allowable

- Substantiate that the cost was necessary and reasonable for proper and effective administration of the allocations
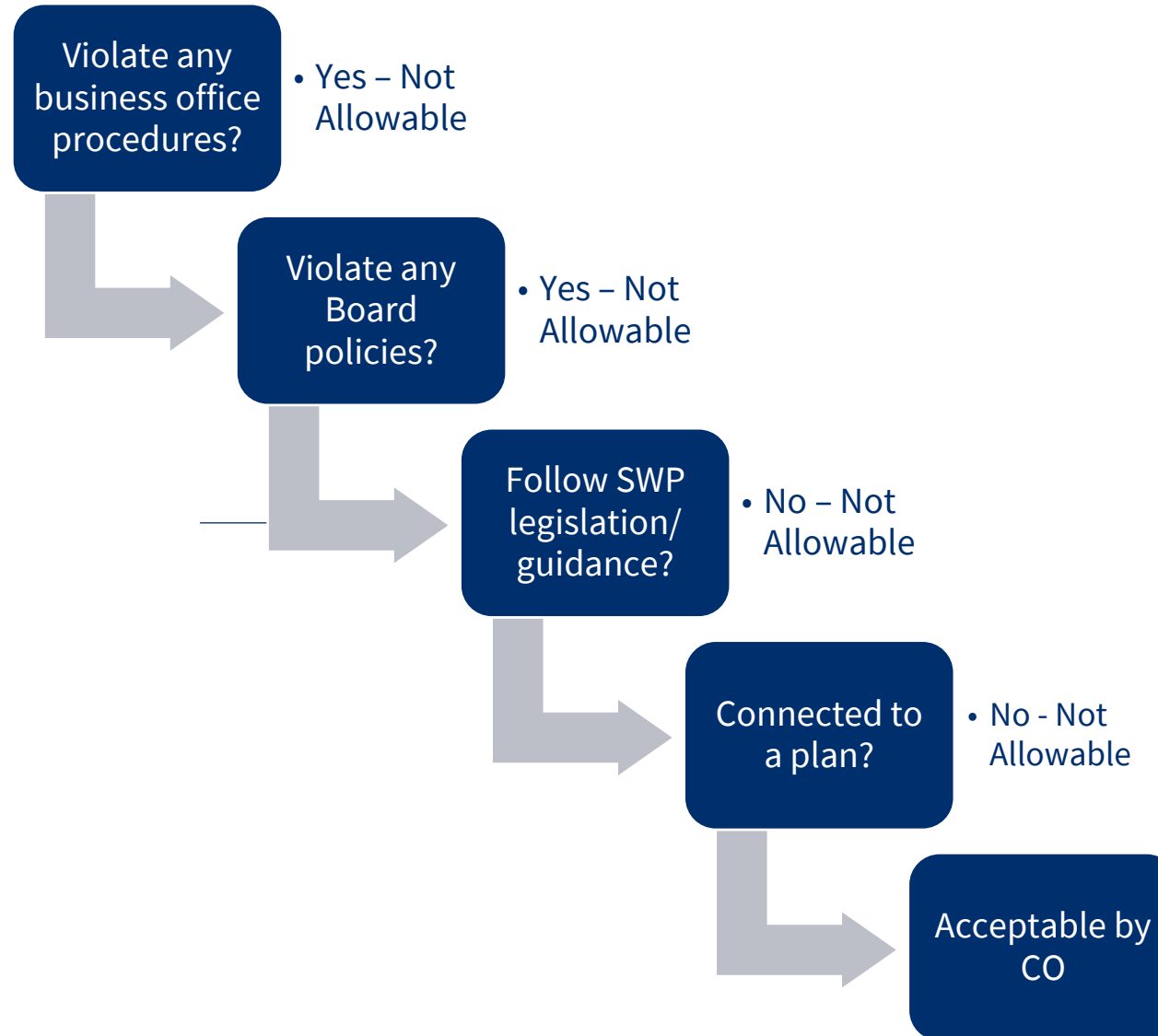
Reasonable

- necessary for the performance of the grant; following sound business practices (procurement processes, follow state and local laws, follow the terms of the grant); use of fair market prices; acting with prudence under the circumstances; and having no significant deviation from established prices.

Allocable

- A cost is considered allocable to a particular funding source/program to the extent it actually benefits the objectives of that program. You can only charge in proportion to the value received by the funding source/program.

California Community Colleges

Expenditure Decision-Making Process

Violate any business office procedures?
- Yes – Not Allowable

Violate any Board policies?
- Yes – Not Allowable

Follow SWP legislation/ guidance?
- No – Not Allowable

Connected to a plan?
- No - Not Allowable

Acceptable by CO

California Community Colleges

SWP Reporting Best Practices

- New to NOVA: [Watch training videos](#).

- Contact the [NOVA Help Desk](#).

- Communicate with your [regional monitor](#).

- Budget modifications: Should you exceed 10% across all plans at your institution, your grant monitor may ask for additional details.

- Complete budgets at college level before moving to NOVA.

- Complete Fiscal reports quarterly for up-to-date expenditure tracking.

- Follow up with approvers who may overlook the singular email notification (check junk mail).

- Keep institutional point of contacts current in NOVA.

SWP Reporting Best Practices - Plan

Plan Rationale

How many students will experience a positive impact from this plan? *

1,827

Explain how you came up with this number and how the students will be positively impacted. *

This is the unduplicated fall 2020 and spring 2021 enrollment for all our allied health courses. Students will be positively impacted in terms of customer service and improvements in the learning environment. Having additional support to field questions, accept program specific applications and review them for completeness, expand and update MOUS for practicum placement, assist with student petitions, assist with performance review administration, and ensure accuracy of instructor schedules improves program efficiencies and service to students.

What needs motivate this project? *

As we continue to grow our allied health programs there is a need for greater support for faculty and students in these programs. We will be doubling our Health Information Technology cohort program and soon adding a cancer registry program to our curriculum inventory. We have added a pharmacy technician certificate program to meet immediate employer needs and we are expanding partnerships for internships with UC Davis. All of this growth must be adequately supported for students to have a positive learning experience and complete on-time.

What are the risks of this project? *

The support person will need to be properly trained by the dean and allied health program coordinators. We now have a permanent dean, so this should not be an impediment to project success.

Investment Plan

Investments *

Allied health programs require separate applications to the college, tracking of insurance requirements, practicum paperwork, and accreditation documents. Having a clerk who can field inquiries about the process, walk students through enrollment processes, track student paperwork and assist with accreditation documentation should improve enrollment and completion.

California Community Colleges

SWP Reporting Best Practices - Plan

Workplan: Objectives

Objective Name *

Increase enrollment and completion

Objective Type

Increase enrollment of existing program(s)

Description of Objective *

Increase enrollment to 11181 in 21-22 and 11230 in 22-23.

Increase completions to 470 in 21-22 and at least 490 in 22-23.

How will this Objective address the Regional Strategy plan *

The NFNRC strives to meet workforce training demands for high wage high skill jobs in the region.

Description of Alignment with Sector Strategy/Regional Priority *

Increasing enrollment will help meet demand for workers in the health sector, defined as a priority for the NFN region.

Workplan: Activities

Activity Name *

Employ an Allied Health Clerk

Objective that Applies to this Activity

Increase enrollment and completion

Brief Description of Activity *

Allied health programs require separate applications to the college, tracking of insurance requirements, practicum paperwork, and accreditation documents. Having a clerk who can field inquiries about the process, walk students through enrollment processes, track student paperwork and assist with accreditation documentation should improve enrollment and completion.

Proposed Completion Date

06/29/2023

Student Success Metrics and SWP Metrics

- Completion: SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status (SW_632)
- Completion: Strong Workforce Program Students (SW_122)
- Workforce: SWP Exiting Students Who Attained the Living Wage (SW_802)
- Equity: Median Change in Earnings for SWP Exiting Students (SW_801)
- Equity: SWP Exiting Students Who Attained the Living Wage (SW_802)
- Equity: SWP Students with a Job Closely Related to Their Field of Study (SW_701)

California Community Colleges

16

SWP Reporting Best Practices – Fiscal Report

SWP 2.0 Year End Survey v.4

1. Have you encumbered funds from this project which have not yet been spent? *

No

2. Please describe how, over the past fiscal year, this project advanced your region's overall CTE strategy as defined by your region's Strategic Plan, Comprehensive Local Needs Assessment, or other strategic planning documentation. *

The project advanced NFNRC CTE strategic plan by increasing responsiveness to employers and increasing equitable student completions. In the 21-22 fiscal year, we had 4119 students in Allied Health Program courses (Allied Health, Health Information Technology, Human Services, Medical Assisting, Nutrition, Pharmacy Technology, and Diagnostic Medical Sonography). Nine percent identified as African American, 23% as Asian, 7% as Filipino, 28% as Hispanic/Latino, and 23% as white.

One of the College's strategic plans is to achieve equitable course success. In the 21-22 fiscal year, the overall average course success rate was 79%. Sixty-seven percent of African American, 86% of Asian, 84% of Filipino, 75% of Hispanic/Latino, 76% of Pacific Islander, and 81% of white students were successful in their course(s). The success rate for men and women was the same (~79%).

SWP 2.0 Year End Survey v.4

1. Have you encumbered funds from this project which have not yet been spent? *

No

2. Please describe how, over the past fiscal year, this project advanced your region's overall CTE strategy as defined by your region's Strategic Plan, Comprehensive Local Needs Assessment, or other strategic planning documentation. *

EMS Paramedic instruction delivered.

California Community Colleges

SWP Reporting Best Practices – Fiscal Report

3. Over the past fiscal year, have any students impacted by this project received employment in their associated field of study? *

Yes

3.1 (Yes) How many students found employment following completion of the program? *

47

3.2 (Yes) Please provide additional detail about successful job placement efforts in this project. *

- 19 out of 21 Medical Assisting students (90%) gained employment
- 10 out of 16 Health Information Technology students (63%) gained employment
- 7 out of 10 Human Services students (70%) gained employment
- 11 out of 12 Pharmacy Technology students (92%) gained employment
- Not Reported for DMS, Nutrition, and general Allied Health.

Many other student employment opportunities may not be captured in the Perkins data. We could not track these students to get details about their job placements. Moving forward, we will utilize Handshake (a platform for students to find jobs, explore career options, internships, and connect with employers) and our Career Center to help us track student job placement.

3. Over the past fiscal year, have any students impacted by this project received employment in their associated field of study? *

Yes

3.1 (Yes) How many students found employment following completion of the program? *

24

3.2 (Yes) Please provide additional detail about successful job placement efforts in this project. *

Clinical rotations at hospitals and ambulance companies.

California Community Colleges

SWP Reporting Best Practices – Fiscal Report

4. Please describe how, over the past fiscal year, this project increased the number of students in quality career technical education courses, programs, and pathways that will achieve successful workforce outcomes. *

Investments in this project promote more student course success, leading to program completion. The fall 2022 semester saw an enrollment of 1,949, with an overall average success rate of 76%. The overall average success rate for fall 2022 was 76%. This is a slight dip in the overall course success rate from fall 2021 (of 78%); however, we saw an increase in enrollment from 1,803 in fall 2021. Spring 2022 had an enrollment of 1,717, with an average success rate of 79%. We are beginning to see the progression to the pre-pandemic enrollment numbers as we return to the campus/classroom (i.e., fall 2019 enrollment was 2,018 with an average success rate of 76%).

The program trains students to enter the workforce. As stated in #3, the program will work with our Career Center and Sector Internship Director to connect the students with appropriate internship and employment opportunities.

4. Please describe how, over the past fiscal year, this project increased the number of students in quality career technical education courses, programs, and pathways that will achieve successful workforce outcomes. *

24 completions and job placements.

California Community Colleges

SWP Reporting Best Practices – Fiscal Report

6. Please describe how, over the past fiscal year, this project increased more made investments toward increasing the number of quality CTE courses, programs, and pathways that lead to successful workforce outcomes. *

This investment provided an equitable path and preparation for our students. In 2021-22, 92 program awards were granted. Of that, 5 (5%) were granted to African American, 24 (26%) to Asians, 26 (28%) to Hispanic/Latino, and 25 (27%) to white students. This is slightly below our pre-pandemic year (2018-2019), where 110 program awards were granted (4% to African Americans, 25% to Asians, 26% to Hispanic/Latino, and 35% to white students). Our enrollment declined during the pandemic. However, we are seeing students returning to campus and pursuing pathways to a career in the health workforce.

The college is committed to removing one of the financial barriers that keep students from persistence and completion by implementing Zero Textbook Cost (ZTC). The program faculty are already making changes to adopt Open Educational Resources or other ZTC options.

6. Please describe how, over the past fiscal year, this project increased more made investments toward increasing the number of quality CTE courses, programs, and pathways that lead to successful workforce outcomes. *

24 completions and job placements.

California Community Colleges

Frequently Asked Questions

Travel

- SWP Out of state travel no longer requires CO approval.

Gift of Public Funds

- To justify an expenditure of public funds, a district's governing board must determine that the expenditure will benefit the education of its students. If the governing board has reasonably determined that a particular type of expenditure serves a legitimate, and approved, public purpose, and is within the scope of the LEA's jurisdiction and purpose, courts will generally defer to the board's decision.

SWP Funding Model

- SWP Webinar Link

Expanded Uses of SWP Funding

- Providing funds for student grants to cover fees for third-party certification and licensing
- Enhancing student services to support retention, work experience, and job placement
- Providing students with an integrated educational program that connects academic curricula to applied and experiential learning in the workplace, including, but not limited to, work-based learning programs and models.

Reporting Reminders

2020-2021 Allocation (Round 5)

- Expenditure Timeline : 24 Months July 1, 2020 - June 30, 2022
  - Final Report Due November 15,2022
  - Funds Expired June 30, 2022

2022-2023Allocation (Round 7)

- Expenditure Timeline : 24 Months July 1, 2022 - June 30, 2024
  - Reporting Period: July 2022 to December 2022 due in NOVA February 15,2023
  - Reporting Period: January 2023 to June 2023 due in NOVA November 15,2023

2021–2022

2023-2024

2020–2021

2022–2023

2021-2022 Allocation (Round 6)

- Expenditure Timeline : 30 Months July 1, 2021 - December 31, 2023
  - Funds Expire December 31, 2023
  - Reporting Period: January 2023 to June 2023 due November 15,2023

2023-2024 Allocation (Round 8)

- Expenditure Timeline : 24 Months July 1, 2023 - June 30, 2025
  - Reporting Period: July 2023 to December 2023 due February 15,2024
  - Reporting Period: January 2024 to June 2024 due August 15,2024

California Community Colleges

Questions and Answers

California Community Colleges

Thank you!

www.cccco.edu