



2020-2025 EWD PLAN

“Economic Prosperity through Access, Relevance and Rigor”

Israel Dominguez, Director of Economic & Workforce Development

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SADDLEBACK



Economic & Workforce Development Plan In Review

The 2015-2020 EWD Plan was a culmination of more than a year-long effort focused on identifying and defining the role Saddleback should and will play in response to the technological advances, globalization of markets, and demographic changes that are transforming the region and state economies and their labor markets.



2015-2020 PLAN GOALS

- **Increase skilled worker pool.** This plan was designed to assist all areas of the college in developing the **infrastructure** and **strategies** that are necessary to **prepare our students participate in the economy as skilled and competent workers...**
- **Align instruction and support systems.** This endeavor required a close alignment of classroom and work-based instruction with appropriate student support systems.

This alignment was the primary focus and core of the strategies and activities presented in the plan.



PLAN CREATION PROCESS: WHAT SHOULD WE DO AND HOW SHOULD WE DO IT?

- **Plan building.** A quasi-representative group (You the “taskforce”) of College **administrators, staff, and faculty** is to contribute to the creation of this plan.
- Taskforce members will collect and provide information and perspectives from their **respective constituencies**.
- An external facilitator help will help structure and manage the process.
- **Stakeholder involvement.** The identification of the components of the plan will grow out of our discussion and work that we accomplish today.



- **Detailed research.** You have been provided with the Sector Brief Executive Summary and the 2020 Workforce Indicators Report that provide a good overview of key industry sectors, education and enrollment trends, and Key External Trends Affecting Economic and Workforce Development in Orange County. **Plan details and decisions.** Multiple reviews will be conducted and significant feedback is to be provided back to stakeholder groups. Our facilitator will be responsible for taking the information and decisions from this taskforce to compose the initial outline of the plan.
- **Plan life.** While the plan has a **five-year** time horizon, it is considered a living document with revisions expected over time. The core commitments of the plan will not change.



IMPLEMENTATION

EWD and Strategic Plans.

The EWD Plan will be aligned with the College Strategic Plan including a goal for economic and workforce development.

The EWDBS division staff and other college stakeholder constituencies will implement the plan, addressing both the EWD goal of the Strategic Plan and the various themes of the EWD plan.

Guiding principles for the EWD plan and Saddleback's EWD program

- The EWD program contributes positively to **regional economic and workforce development**, and Saddleback students and graduates are sought after by employers in the region.
- **All faculty, staff and administrators** are part of economic and workforce development.
- The EWD program **builds on the existing strengths, expertise and curriculum** of the college.



Guiding Principles - continued

- The EWD program includes seamless services and instruction (i.e., a “pipeline of services”) within the college and with **external partners**
- Saddleback students and graduates are recruited by employers throughout the region. Within the context of the **whole college**, the EWD program assists students to:
 - Identify career interests and goals
 - Select a career pathway
 - Successfully complete a program of study leading to employment and/or higher degree
- The EWD program **tracks student progress** and success from enrollment to employment

Themes & Objectives

Items Completed
✓ B
✓ B+
✓ B
✓ B+
✓ A+

THEME 1: STUDENT SUCCESS Support student success by improving the quality of EWD programs and services.	Objectives	New Programs and Services	Realignment of Existing Programs and Services
	BUILDING PARTNERSHIPS Grow and deepen partnerships with businesses and other workforce development organizations to strengthen connections between college programs/services and economic and workforce development	New contacts will be made on behalf of the college by the EWD team, which will include a business developer.	President's Roundtable business advisory group will be expanded to include executive gatherings by industry/sector
	PROGRAM REVIEW Expand the use of labor market information (LMI) in CTE program reviews to improve programs' alignment with high-demand industries and occupations	Program review process expanded to include a dashboard of critical labor market data to drive program changes	Identify appropriate occupations served by college programs and publicize these in catalog and on website
	CROSS-CUTTING CLUSTERS AND EXPERIENCES Infuse curriculum throughout the college with critical skills and practical experiences for workforce success	Develop Entrepreneurship and Innovation Learning Center program to work with for-credit and fee-based programs	Retool IT certificates to increase alignment with workforce needs and attract more students
	STUDENT SUPPORT SERVICES AND CAREER PATHWAYS Increase the number of students completing certificates, degrees, and transfer programs by embedding the career development process into the academic experience of ALL students	Initiate more lead-in programs to introduce students to career pathways and provide motivation for completing	Co-locate all career pathways related student support services in one area and under one administrator and tie them closely to EWD
	PROGRAM ADMINISTRATION AND QUALITY Build sustainable administrative structures for CTE and EWD that will support program growth and continuous quality improvement.	Develop a single-point of entry (Corporate Services) for companies that want to partner with Saddleback or hire students/completers. Establish an EWD Advisory Committee with business and college members.	Create an EWD office and team by realigning related college programs and services and creating dedicated staffing

Items Completed		Objectives	New Programs and Services	Realignment of Existing Programs and Services
✓ A	THEME 2: THE COLLEGE CONNECTION TO THE COMMUNITY <i>Increase benefits to current and future students by improving the alignment of Saddleback's EWD programs with workforce development needs</i>	PROGRAM MIX Increase the market value of certificates and degrees from Saddleback College and the job and career success of its students by aligning the array of existing CTE programs more closely with the workforce needs of the community.	Do a one-time study of Saddleback's CTE programs and certificates to determine how well they are aligned with workforce needs and how they might be retooled or re-positioned to benefit students.	Use revitalization and/or discontinuance reviews to focus on programs or certificates that have low or no completers or that are not preparing students for high demand occupations.
✓ A		NEW CTE PROGRAM DEVELOPMENT Increase development of new CTE programs that prepare students for high-demand jobs and careers by using labor market information throughout the new program development process	Use a decision-making matrix to prioritize new program ideas and allocate Perkins (and other) resources to support development of new programs, especially in Priority/Emergent Sectors	CTE Advisory Committee becomes more proactive in the identification of important areas for new program development and the prioritization of new program ideas.
✓ A		FEE-BASED PROGRAMS Build fee-based programs to extend the college's expertise and opportunities to a broader audience of potential students.	Working with/through community education, create a new set of programs aimed at professional development and support, especially for small business owners.	Create new credit, noncredit and fee-based career offerings for Emeritus Institute participants.
✓ B+		SOFT-SKILLS IMPERATIVE Increase opportunities for students to improve their soft skills by embedding soft skills in teaching and learning activities across the curriculum.	Infuse curriculum with SLOs that reflect the importance of soft skills for all students. Add materials and online modules that support faculty in this endeavor.	Expand current soft skills modules available through CWE and encourage use across campus, in CTE and transfer programs.

✓ B

✓ A+

✓ B -

THEME 3: BEING A REGIONAL LEADER

Improve Saddleback College's responsiveness to local and regional economic and workforce development opportunities

<p>MARKETING</p> <p>Improve responsiveness to workforce development needs by creating new, more responsive programs</p>	<p>Create concierge services to assist students and companies with their interface with the college.</p>	<p>Shorten response and development time for new programs and certificates.</p>
<p>CONTRACT EDUCATION</p> <p>Develop a robust contract education and customized training program in response to the needs of private employers and public agencies and organizations.</p>	<p>New efforts in developing contract education and training programs customized to industry's needs to be initiated through the EWD Division, Corporate Services office.</p>	<p>Focus contract education effort where Saddleback has programmatic strengths like Health Sciences and Hospitality and Tourism.</p>
<p>EXPAND PATHWAYS</p> <p>Participate in regional EWD projects to expand students' workforce and career pathways to include countywide and regional options.</p>	<p>Choose areas of interest like small business development and support, and create model programs or provide leadership on countywide efforts.</p>	<p>Participate in creation of regional stackable certificates using existing programs and certificates as the starting points.</p>



Benefits To The College

- The EWD division collaborates with industry and public and private agencies. It builds partnerships in key priority industry sectors that include Advanced Manufacturing, IT, Healthcare, Retail/Hospitality/Tourism, among others.
- Saddleback College supports these industry sectors by providing customized training to their existing workforce.
- Industry partnerships lead to direct job placement and internship opportunities for our students.
- Many of these same industry partners serve on our advisory committees. Our relationship with a number of these industry partners has led to their philanthropic involvement with the college.
- This collaboration also engages faculty across multiple disciplines with industry and ultimately benefits our students.

Benefits - continued

- Increased discretionary revenue from customized training
- Greater community visibility
- Strategic alliances
- Increased students access to jobs and work-based learning opportunities
- Faculty externship opportunities
- Curriculum development – beta testing



Industry Partners

- Amazon
- Alcon
- B. Braun Medical
- Herbalife
- 3M
- Applied Medical
- Futek Advanced Sensor Technology
- Freedom Innovations
- Swift Engineering
- Monarch Beach Resort
- Surf & Sand Resort
- Georg Fischer
- Pacific Road USA
- Astronics Test Systems
- Port of Long Beach
- Tenacore



Thank you!

Let's get to work...