



South Orange County Community College District



Education Master and Strategic Plan District-Wide Planning Charrette

April 5, 2019

Consultancy Services for the Development of District and Colleges' Education Master and Strategic Plans **M I G**



The Rationale for Planning...

Respond to **demographic changes** in our County and across the State of California

Meet the **educational needs** of our service area and the demands for an ever-changing economy

Engage the campus community and constituencies in the development and implementation of the educational plans and programs that will **ensure student success!**

Chance favors the prepared mind . . .

Louis Pasteur

Today's Agenda

- I. Introduction and Overview
- II. Environmental Scan and Emerging Themes
- III. Overview of Small Group Discussion Process
- IV. Small Group Discussion – Session I

Working Lunch . . .

- V. Small Group Discussion – Session II
- VI. Small Group Reports and Large Group Discussion
- VII. Summary and Next Steps



I. Presentation Overview



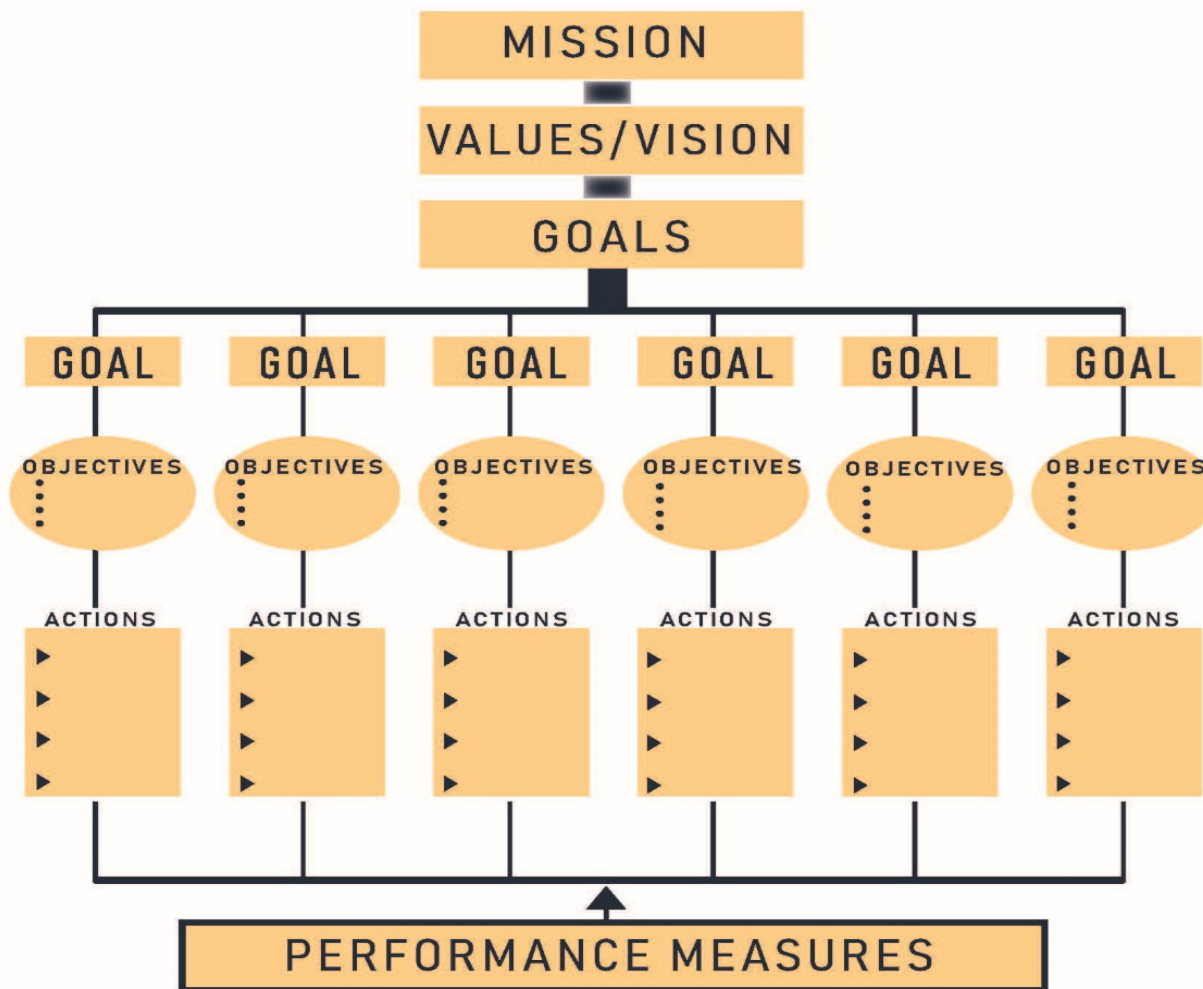
Presentation Overview

- The Educational Master and Strategic Planning Process
- Environmental Scan Findings To Date
 - Demographics and Trends
 - On Line Questionnaire
 - On Campus Workshops
- Emerging Themes

Educational Master and Strategic Plans

- Identifies **educational needs** of the communities we serve.
- Articulates an overall **vision** for advancing **student achievement and success**.
- Defines overarching goals and strategies for **guiding development** of college **programs**.
- Provides direction for **facilities, future faculty and staffing requirements, IT systems, etc.**

EMSP FRAMEWORK



Phase I: Understanding the Context

December through March

Campus Community Engagement

- Campus Outreach Workshops (19)
- District-wide Planning Council (2)
- District-wide Integrated Planning Committee (3)
- Board of Trustees Workshop
- On Line Questionnaire

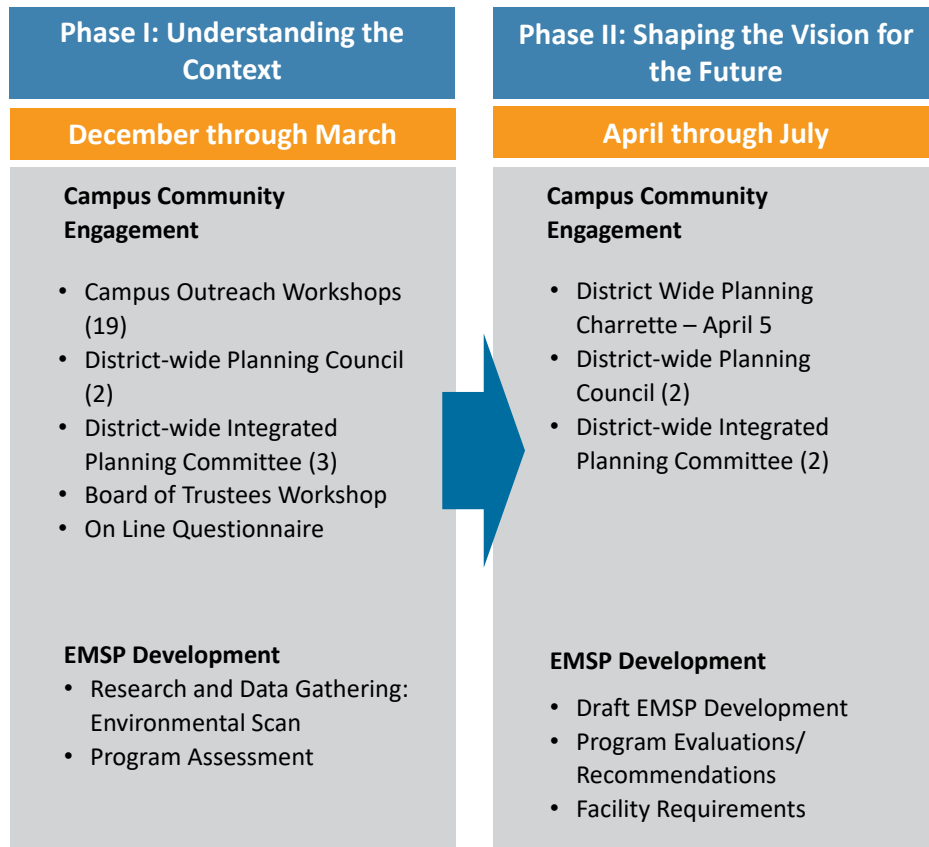
EMSP Development

- Research and Data Gathering: Environmental Scan
- Program Assessment

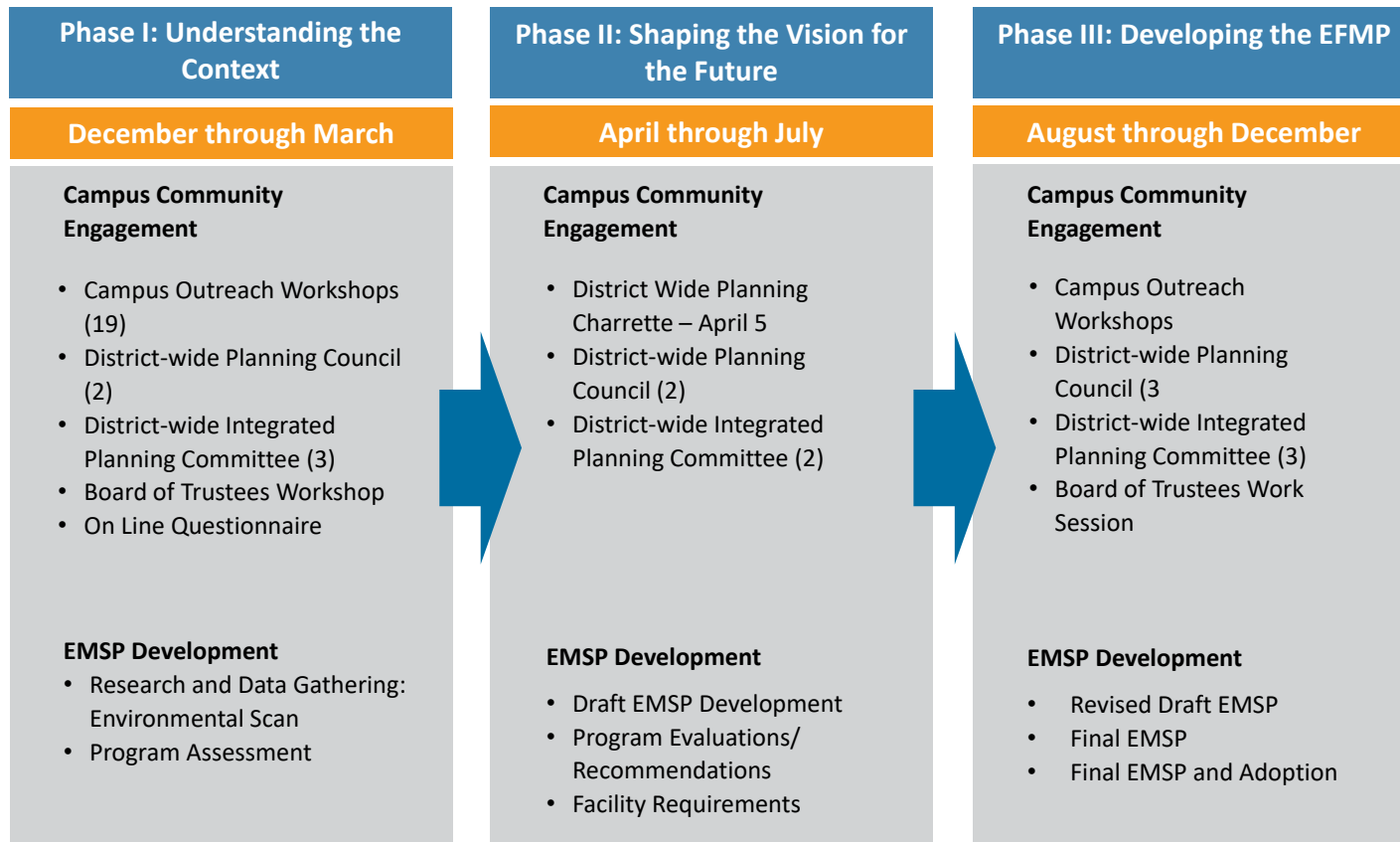


South Orange County Community College District
Education Master and Strategic Plans

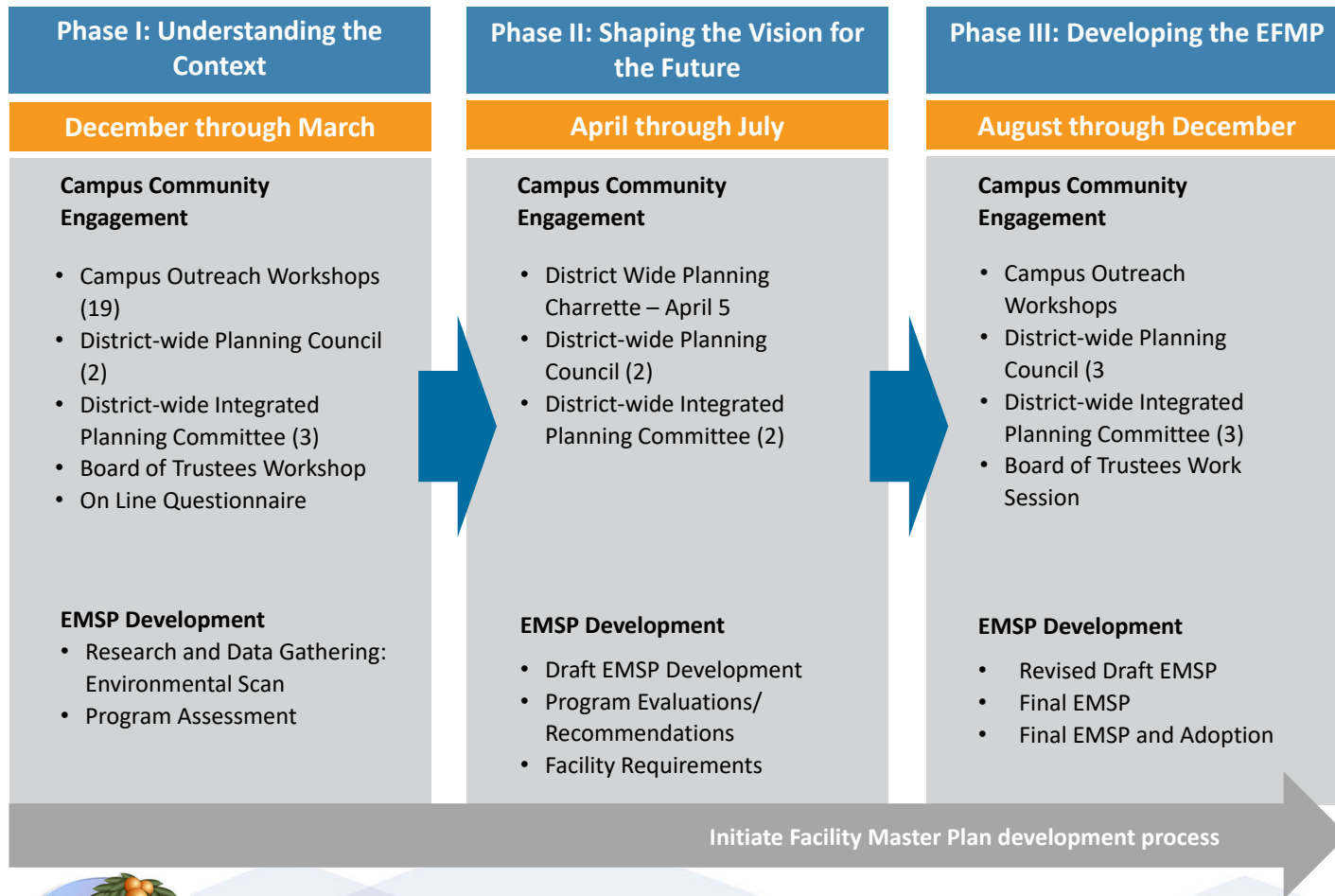
South Orange Community College District



South Orange County Community College District
Education Master and Strategic Plans



South Orange County Community College District
Education Master and Strategic Plans



South Orange County Community College District
Education Master and Strategic Plans

South Orange County Community College District

Family of Plans

- 2014-2020 SOCCCD Strategic Plan
- 2011-2031 SOCCCD Education & Facilities Master Plan (Volume 1)
- 2011-2031 Saddleback College Education Master Plan (Volumes 2 & 4)
- 2011-2031 Irvine Valley College Education Master Plan (Volumes 3 & 5)
- SC College Strategic Plan
- IVC College Strategic Plan
- Sustainability & Energy Plan
- Technology Plan
- Emergency Operations Plan
- Enrollment Management Plan
- Instructional Program Review and Administrative Unit Reviews
- Student Equity Plan
- Student Success and Support Program Plan

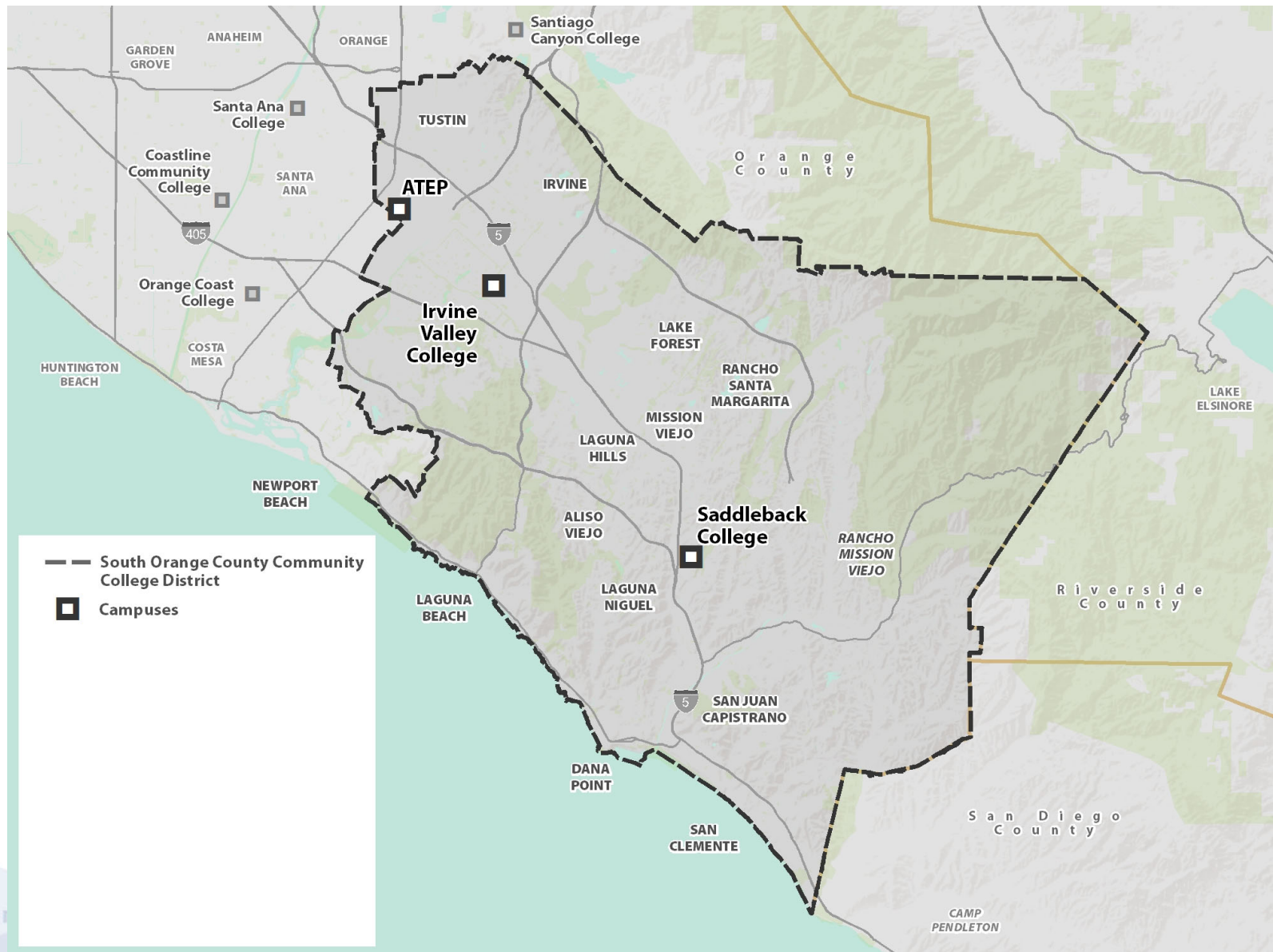


II. Environmental Scan and Emerging Themes

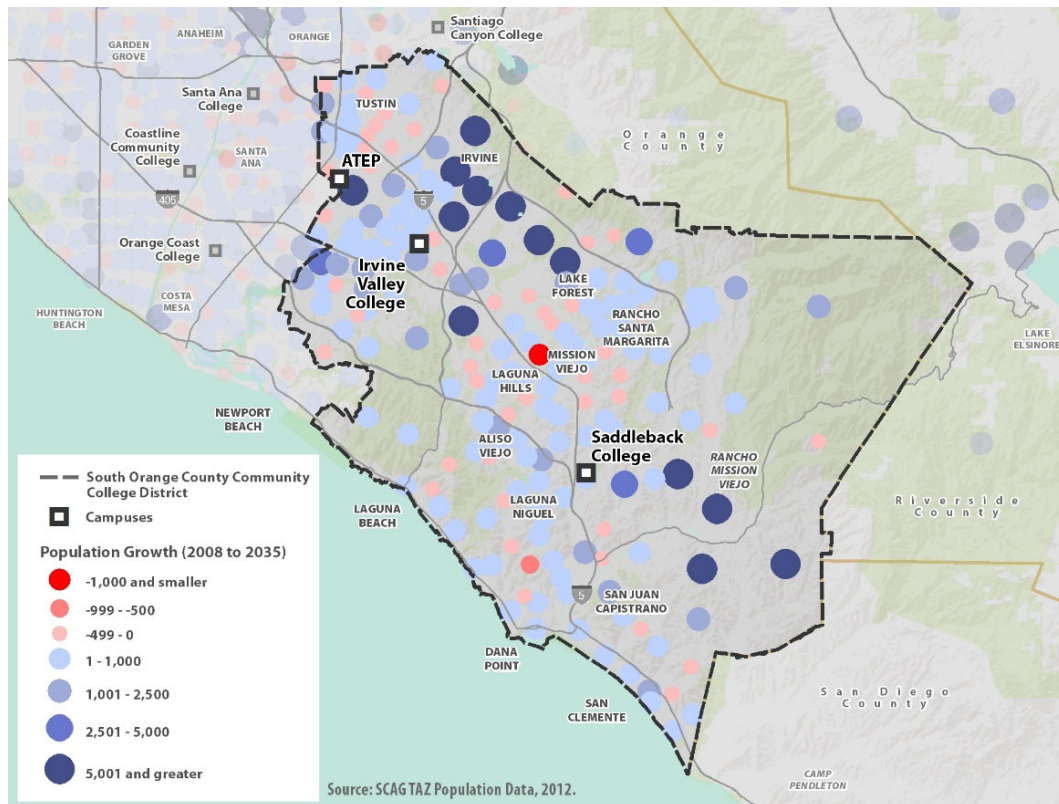




Demographic & Economic Trends



Projected Population Growth



	2008	2020	2035	% Change
SC Service Area	451,100	478,000	476,800	5%
IVC Service Area	439,700	523,700	564,800	22%
SOC CCD	890,800	1,001,700	1,041,600	14%
Orange County	2,989,500	3,266,200	3,421,100	13%

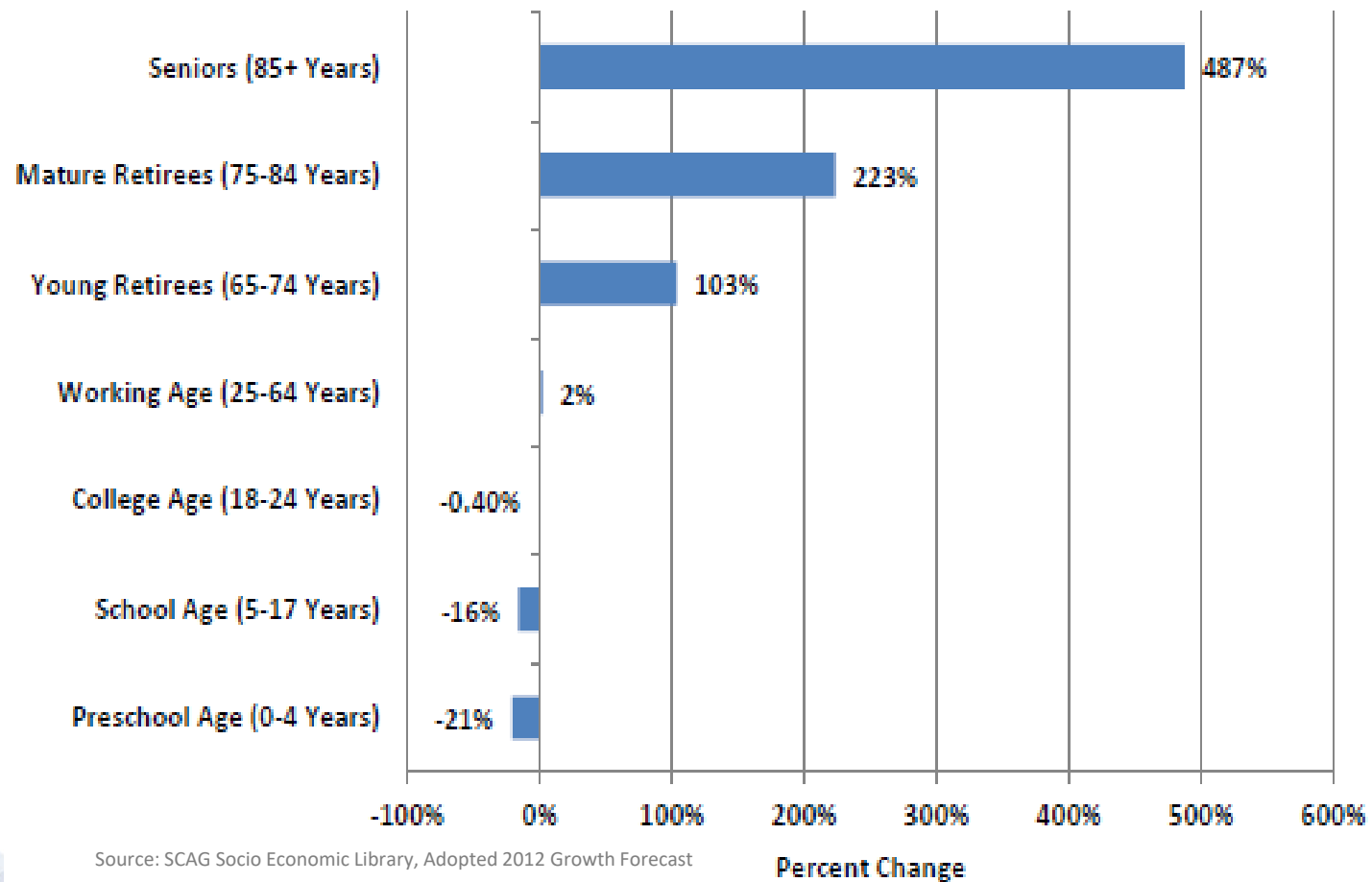
Source: SCAG Socio Economic Library, Adopted 2012 Growth Forecast

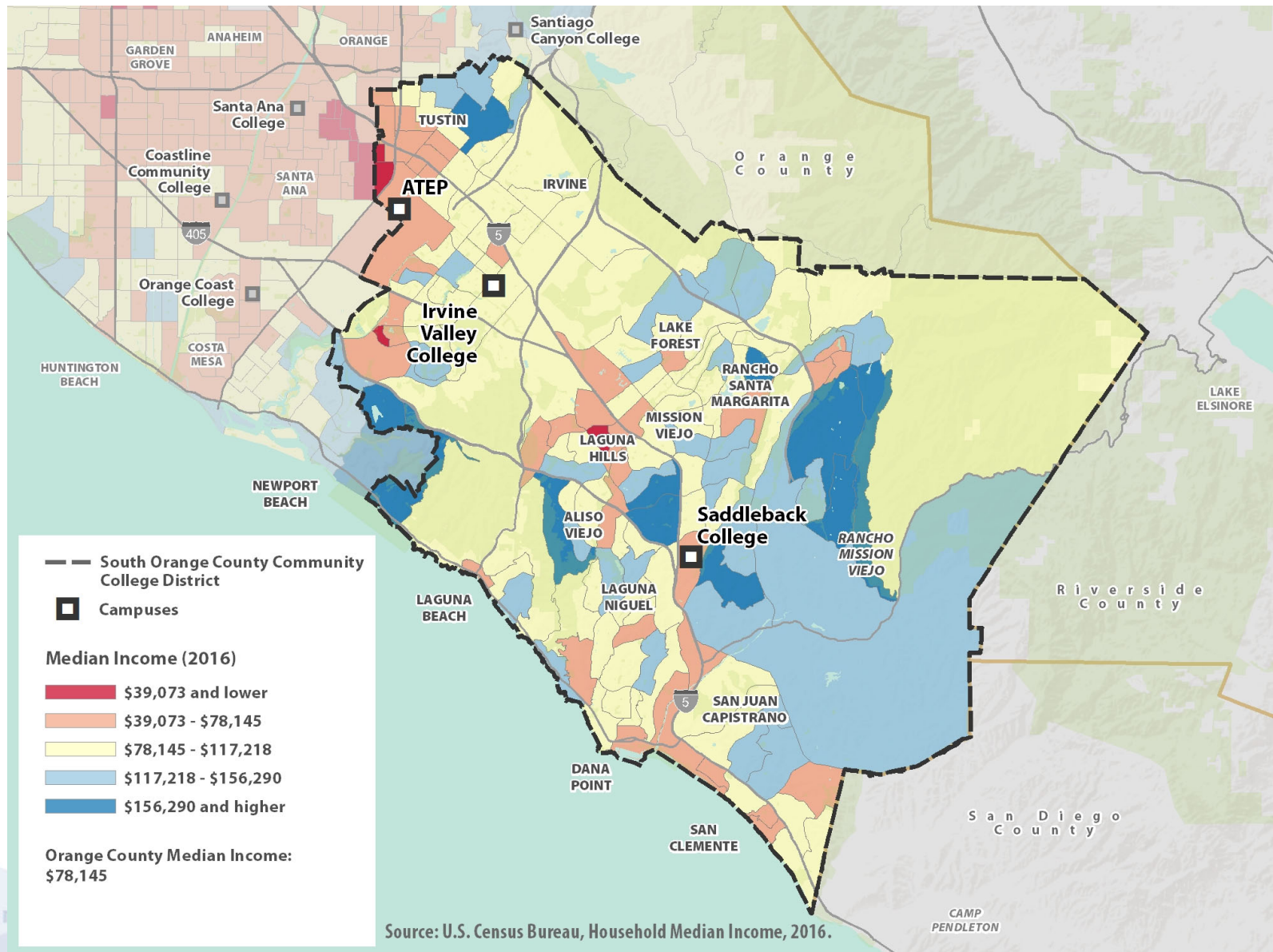
A Diverse, Growing Region

- Orange County has a **growing population of retirees and a shrinking working age population** driven in part by high housing costs.
- Retired age persons (65+) in Orange County made up 13.7% of the population in 2015 and are **predicted to make up 28.9% by 2060**.
- Although SOCCCD Service Areas are not as diverse as the whole of Orange County, the **region is seeing increasing levels of ethnic diversity**
- Orange County has a higher **percentage of English Language Learner (ELL)** students (24%) than neighboring counties or state as a whole
- **SOCCCD serves 33%** of Orange County's total population.

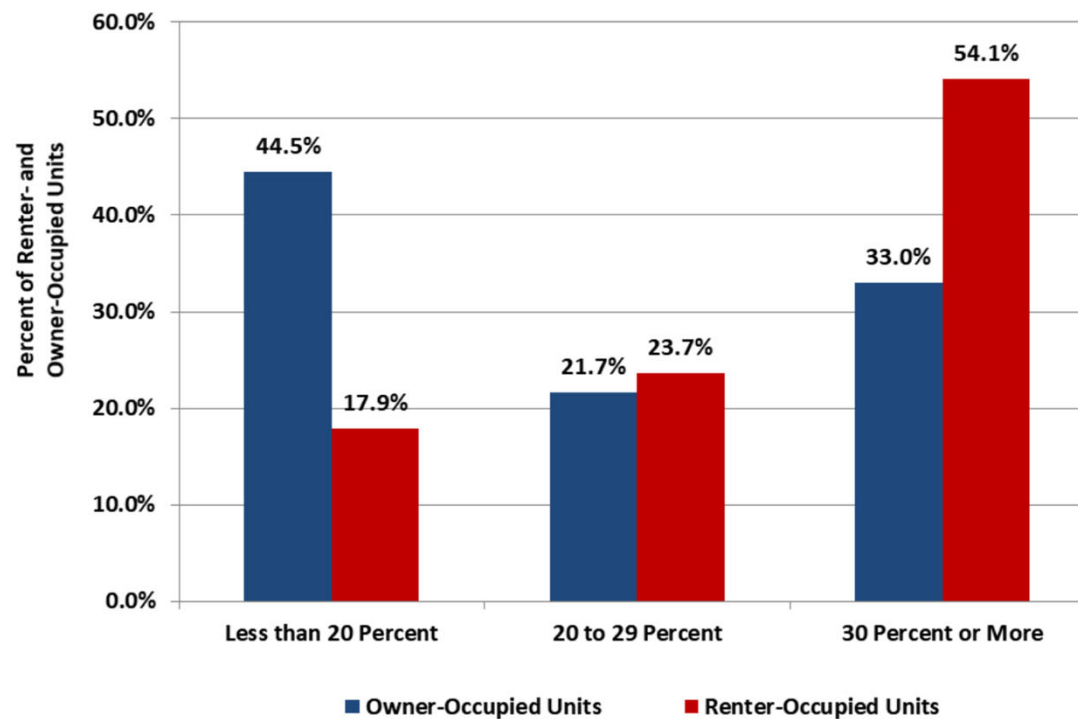
Projected Population Growth by Age Group

SC Service Area, IVC Service Area, SOCCCD, Orange County





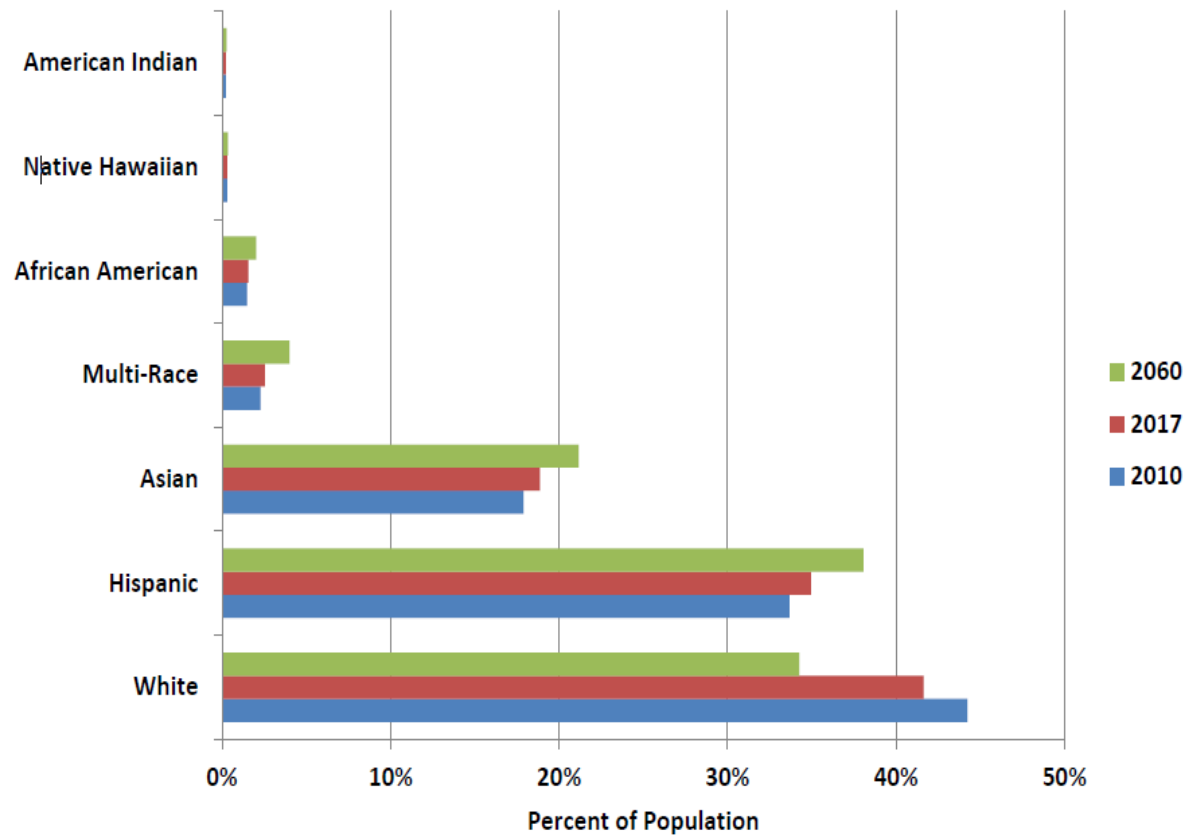
Orange County Renter and Owner Housing Costs as Percent of Income



Source: U.S. Census Bureau, 2016 American Community Survey

Projected Population Growth by Race/Ethnicity

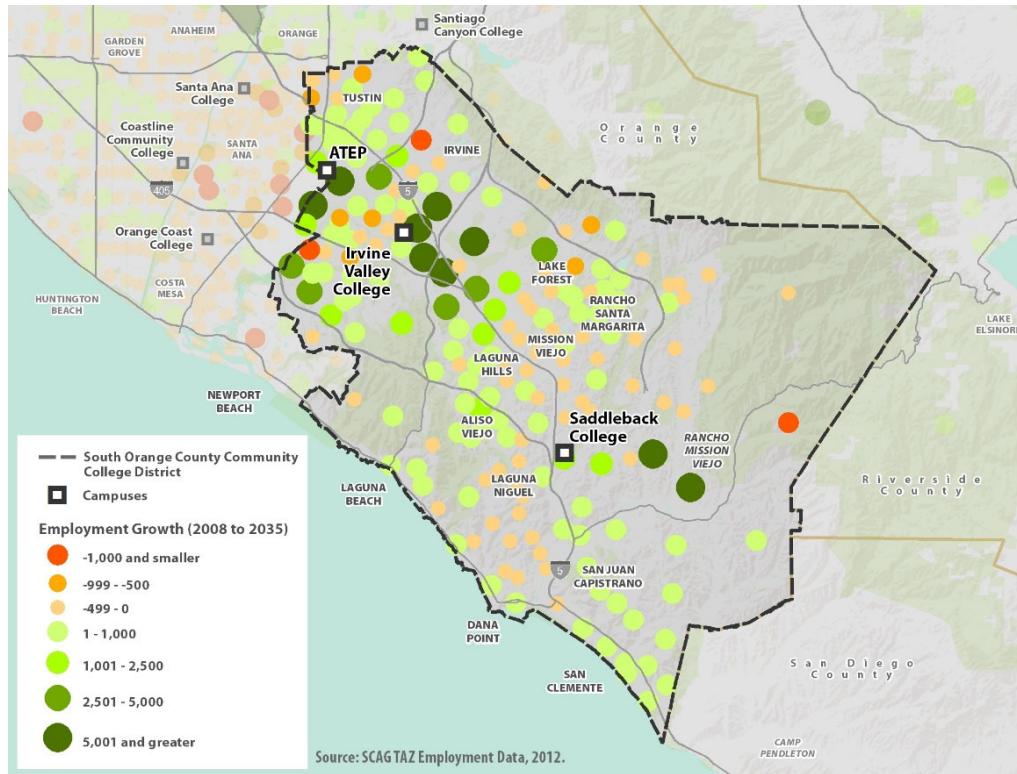
SC Service Area, IVC Service Area, SOCCCD, Orange County



Source: SCAG Socio Economic Library, Adopted 2012 Growth Forecast

Projected Employment Growth

SC Service Area, IVC Service Area, SOCCCD, Orange County



+8.8%

% Change (2008-2018)
National +7.5%

+14%

Growth (2008-2035)
SOCCCD

+19%

Irvine Valley College
Service Area

37% City of Tustin
23% City of Irvine

+4%

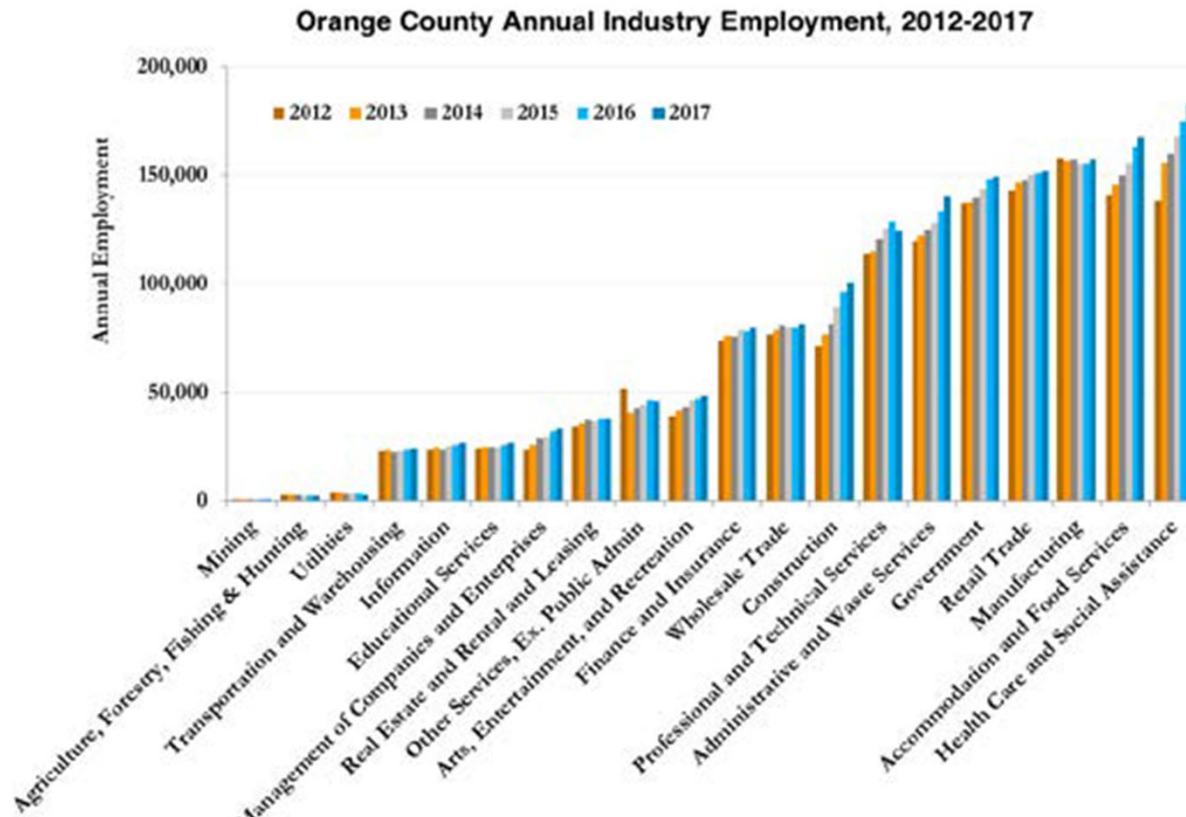
Saddleback College
Service Area

	2008	2020	2035	% Change
SC Service Area	186,400	190,100	193,500	4%
IVC Service Area	392,600	411,500	482,100	19%
SOCCCD	579,000	601,600	675,600	14%
Orange County	1,624,400	1,626,100	1,779,100	9%

Source: SCAG Socio Economic Library, Adopted 2012 Growth Forecast

Employment by Industry

Orange County



Source: CA Employment Development Department, Quarterly Census of Employment and Wages

Employment by Industry (2017):

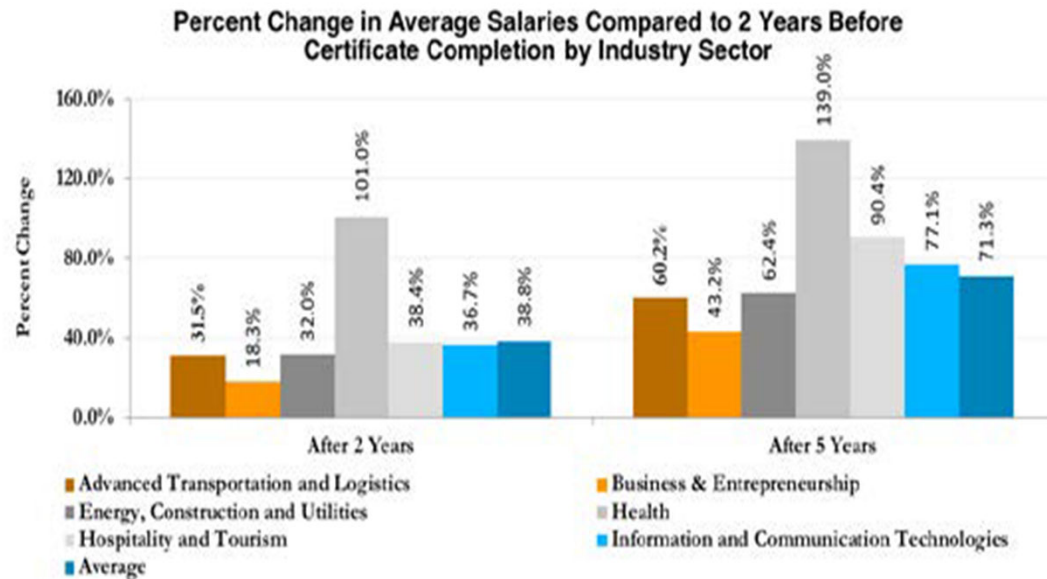
- Healthcare and Social Assistance
- Accommodation and Food
- Services Manufacturing

Employment Growth by Industry (2016-2017):

- Healthcare and Social Assistance
- Administrative and Waste Services
- Constructiong

Priority Industry Sectors

Orange County



Source: OC Business Council Workforce Indicators Report, 2019

Priority industry sectors for Orange County's community colleges (2018):

- Advanced Transportation and Logistics
- Business and Entrepreneurship
- Energy, Construction and Utilities
- Health
- Hospitality and Tourism
- Information and Communication Technology

After 2 Years:

- Salaries grew by \$15,397 (almost 60%)

After 5 Years:

- Salaries increased by \$10,754 (more than 25%)

Orange County Industry Clusters

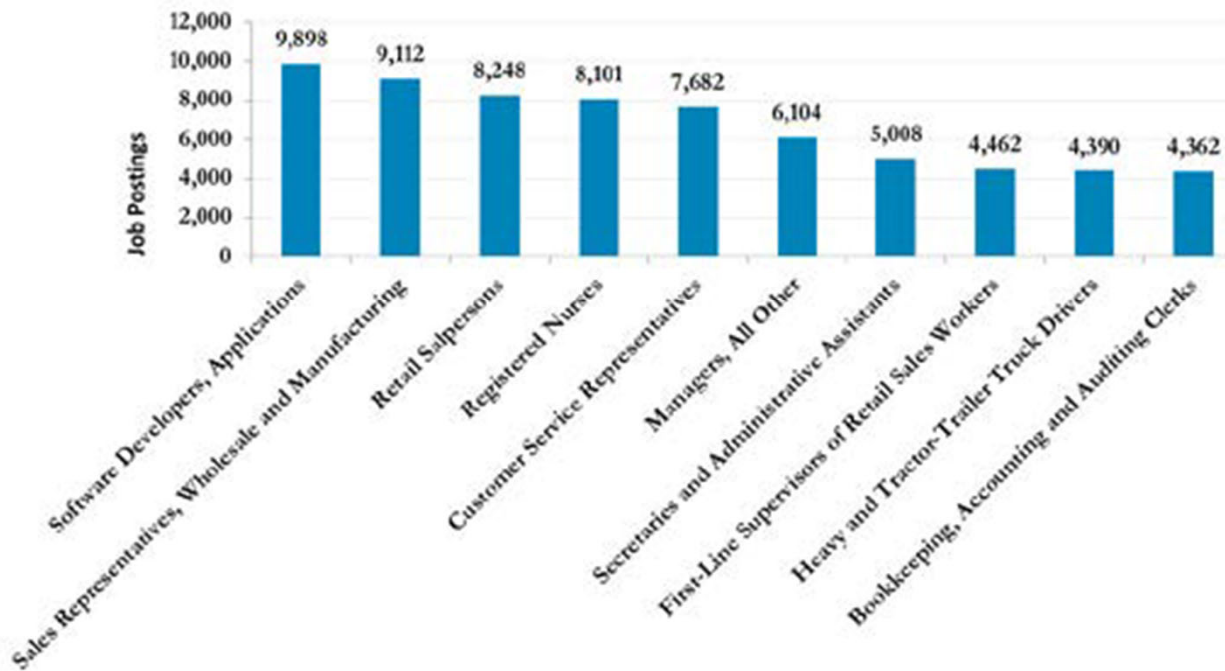
O.C. Industry Clusters by Location Quotient				
Industry Cluster	Location Quotient	Employment (2015)	Share of National Employment	National Ranking
Medical Devices	5.83	18,625	7.41%	1
Apparel	2.35	3,745	2.99%	3
Biopharmaceuticals	2.15	6,623	2.73%	6
IT & Analytical Instruments	1.92	26,041	2.44%	5
Hospitality and Tourism	1.89	76,013	2.40%	5
Aerospace Vehicles and Defense	1.88	12,610	2.39%	11
Lighting and Electrical Equipment	1.72	6,377	2.19%	4
Metalworking Technology	1.72	10,737	2.19%	6
Recreational and Electric Goods	1.63	3,159	2.08%	3
Financial Services	1.56	38,169	1.99%	7

Source: U.S. Cluster Mapping, Harvard Business School, U.S. Economic Development Administration

Fastest Growing Occupations

Orange County

**Top 10 Orange County Occupations with the Most Job Postings,
Last 12 Months**



Job Market Demand
(2018):

- Software Developers, Applications
- Sales Representatives, Wholesale and Distribution
- Retail Sales Persons
- Registered Nurses

Fastest Growing Occupations

Orange County



Job Market Demand by Occupation (2018):

- Software Developers, Applications
- Sales Representatives, Wholesale and Distribution
- Retail Sales Persons
- Registered Nurses

Most In Demand Job Skills

**Orange County Job Postings in
Last 12 months by Skill**

Skill or Competency	Job Postings
Microsoft Excel	40,895
Customer Service	38,494
Microsoft Office	29,671
Sales	27,415
Scheduling	27,379
Budgeting	21,309
Project Management	20,401
Microsoft Word	17,044
Supervisory Skills	16,214
Customer Contact	15,162

Source: Burning Glass Labor Insight, July 2017

**Top 10 Most “In Demand” Tech and Soft Skills
for Open Positions, 2017**

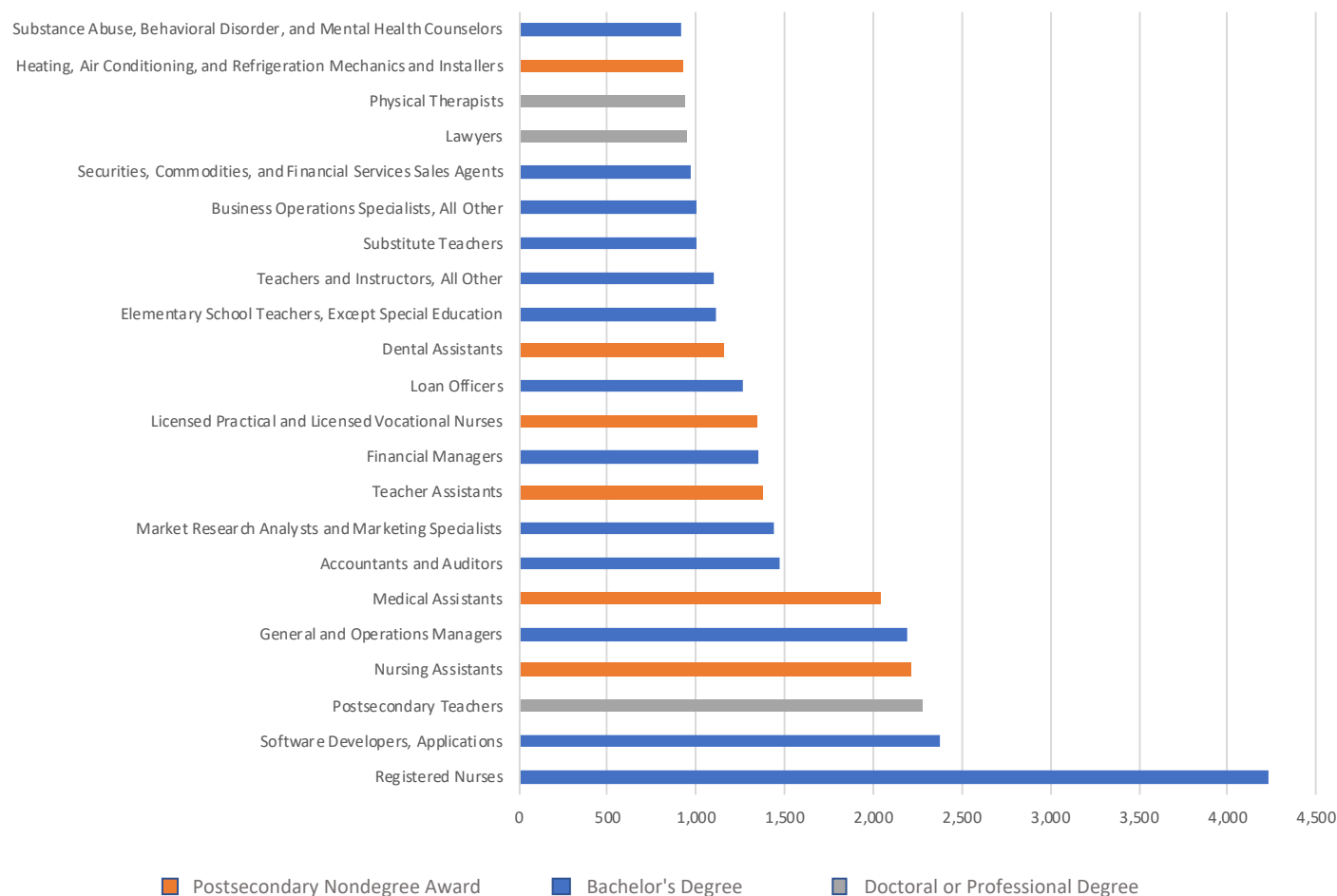
All Job Postings	Information Industry Job Postings
Microsoft Excel	Microsoft Office
Customer Service	SQL
Microsoft Office	JavaScript
Sales	JAVA
Scheduling	Oracle
Budgeting	Enterprise Resource Planning
Project Management	SAP
Microsoft Word	LINUX
Supervisory Skills	Microsoft C++
Customer Contact	Adobe Photoshop

Source: Burning Glass Labor Insight, July 2017

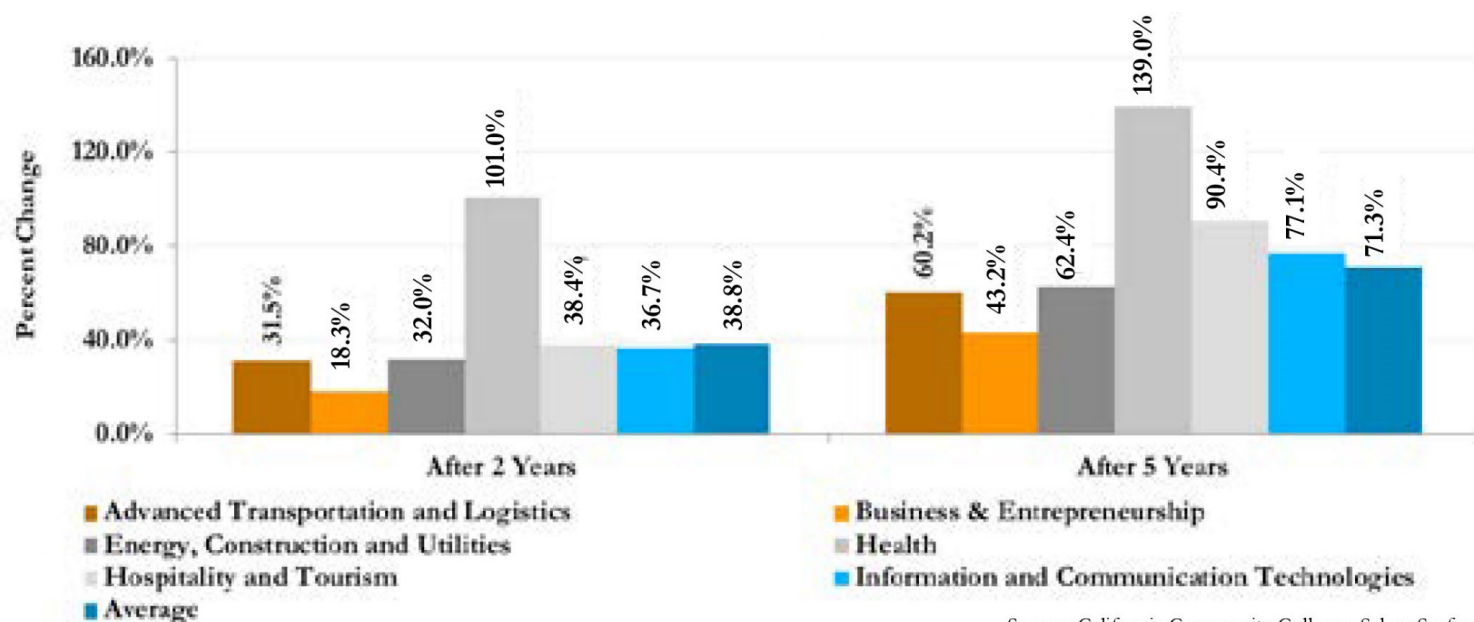
Industries Related to Existing Programs & Certificates With Strong and Projected Growth

- Advanced Transportation and Logistics
- Business and Entrepreneurship
- Energy, Construction and Utilities
- Health
- Hospitality and Tourism
- Information and Communication Technology

Fastest Growing Occupations in OC Requiring Postsecondary Education, 2018 to 2028



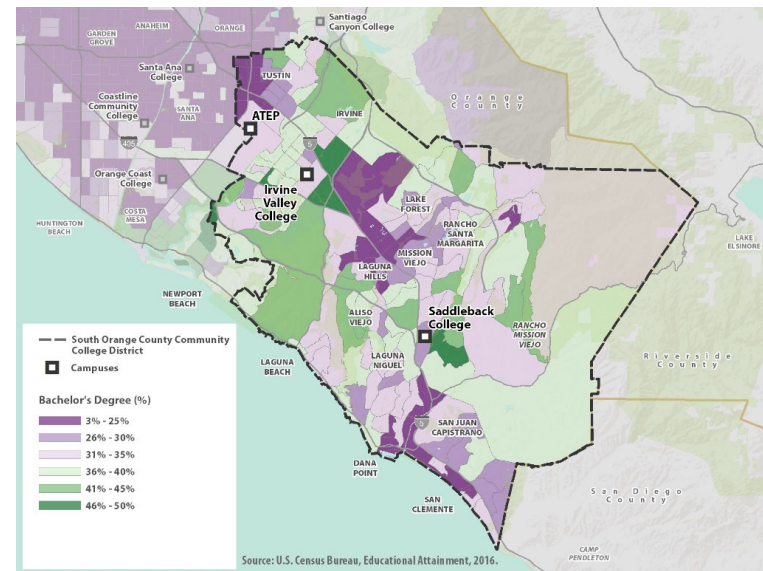
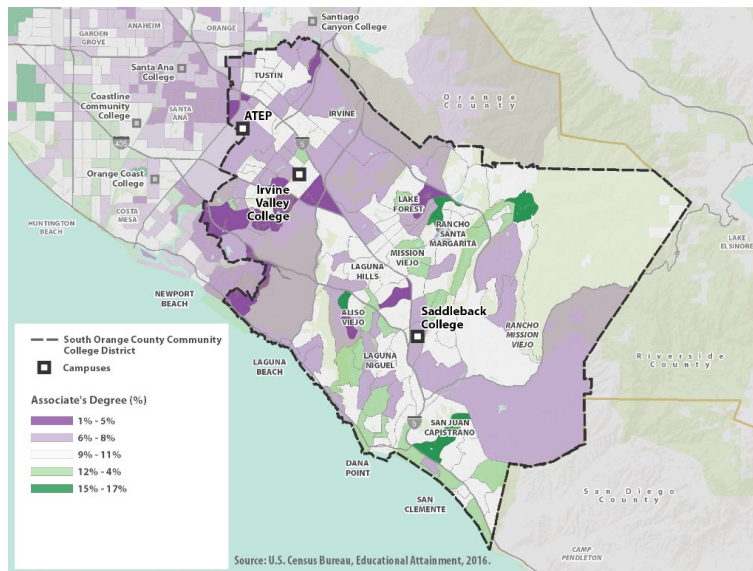
Percent Change in Salaries Two & Five Years After Certificate Completion



Source: California Community Colleges, Salary Surfer

Educational Attainment

SC Service Area, IVC Service Area, SOCCCD, Orange County



	No schooling completed	Less than a high school degree	High school degree or higher	Bachelor's degree or higher
SC Service Area	1%	5%	94%	50%
IVC Service Area	1%	5%	94%	60%
SOCCCD	1%	5%	94%	55%
Orange County	2%	13%	85%	39%

Source: US Census ACS 5-Year Estimates, 2013-2017

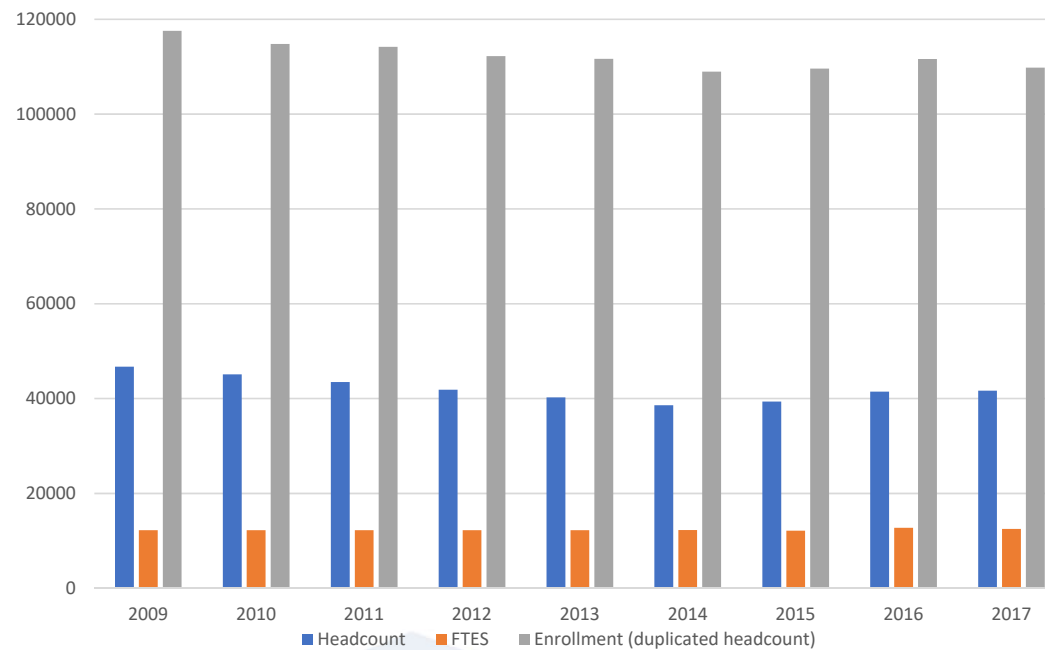


Student Trends



Student Enrollment

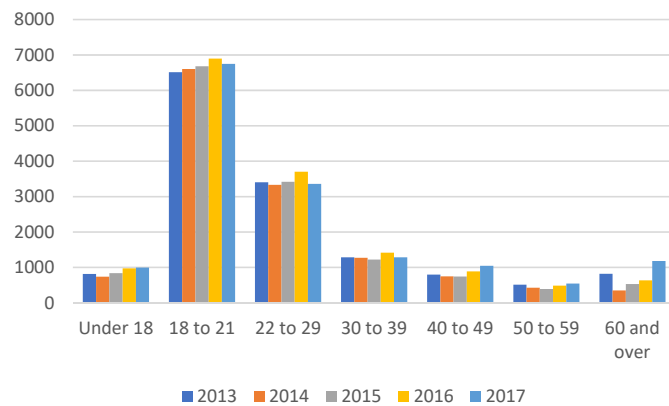
District-wide Annual Enrollment, 2009 - 2017



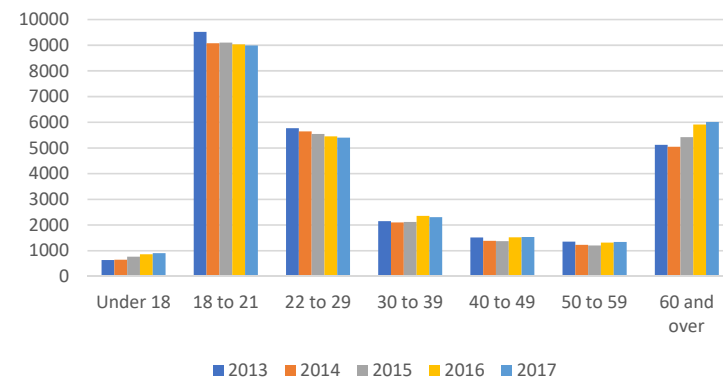
Sources: Institutional Effectiveness Annual Reports, Irvine Valley College and Saddleback College, 2017; Enrollment Comparison by Division/School, Irvine Valley and Saddleback Colleges, 2013 to 2017, January 2019

Students by Age Group

Irvine Valley College Students by Age Group, 2013 to 2017

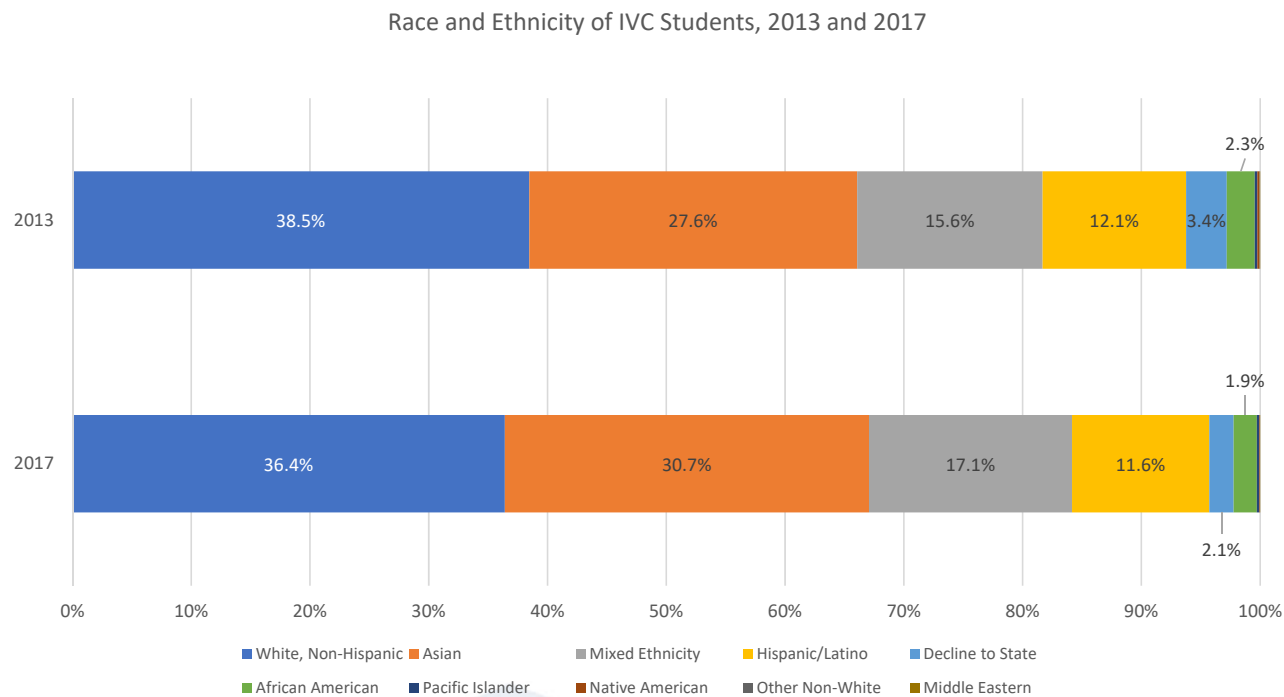


Saddleback College Students by Age Group, 2013 to 2017



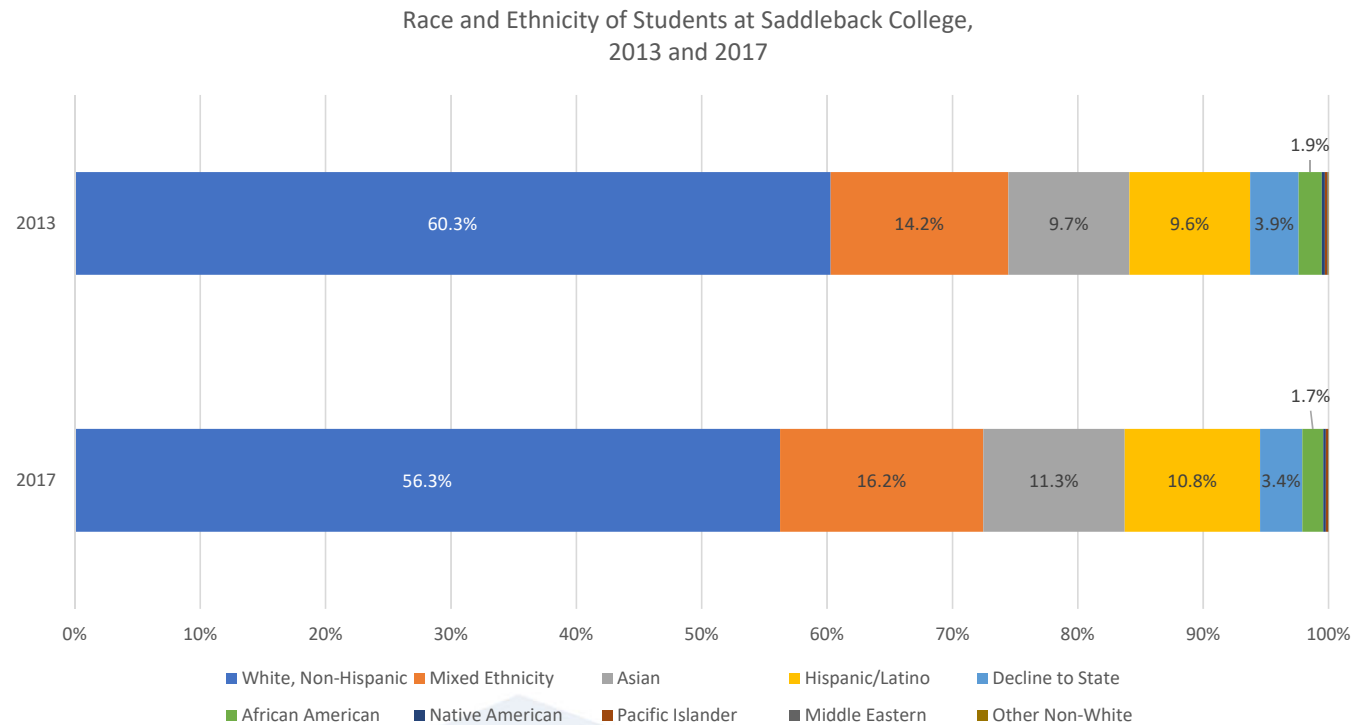
Source: Institutional Effectiveness Annual Reports, Irvine Valley and Saddleback Colleges, 2017

Race and Ethnicity at Saddleback, 2013 vs 2017



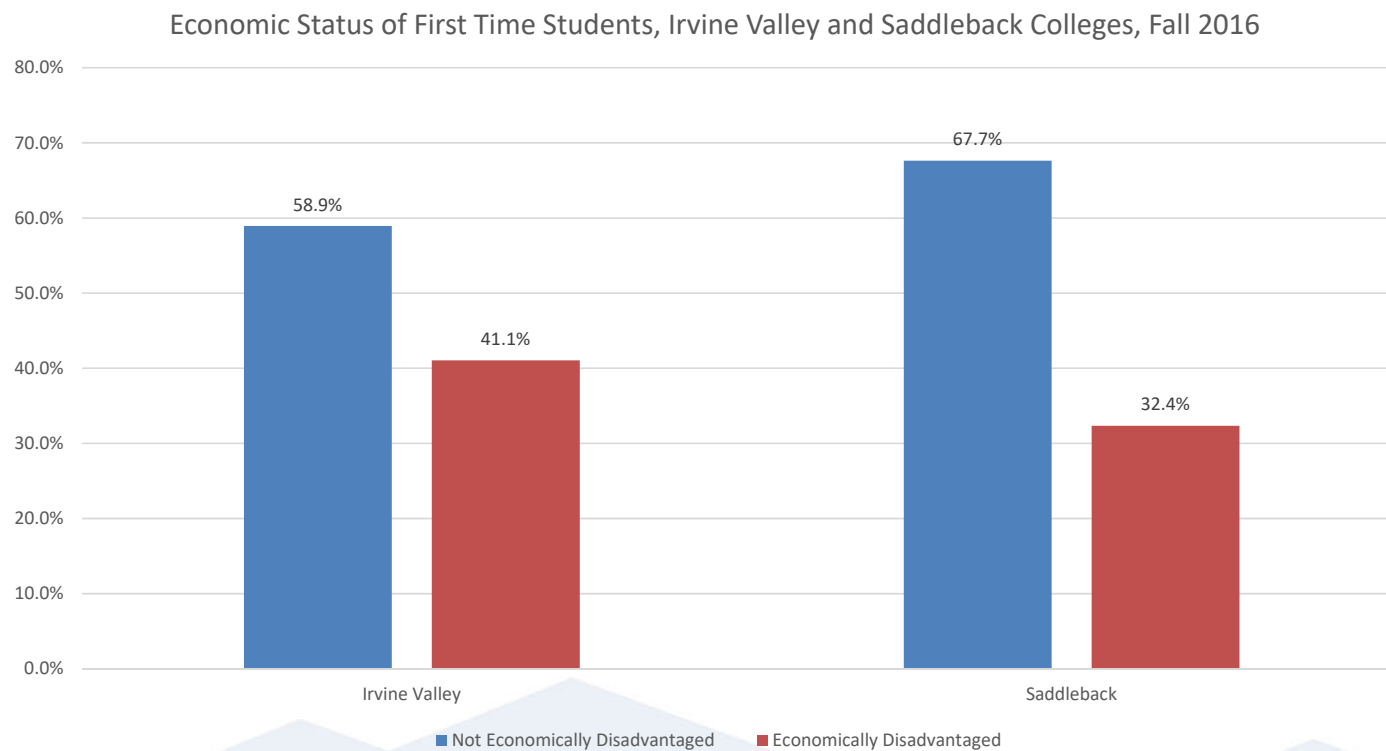
Source: Institutional Effectiveness Annual Report, Irvine Valley College, 2017

Race and Ethnicity at Saddleback, 2013 vs 2017

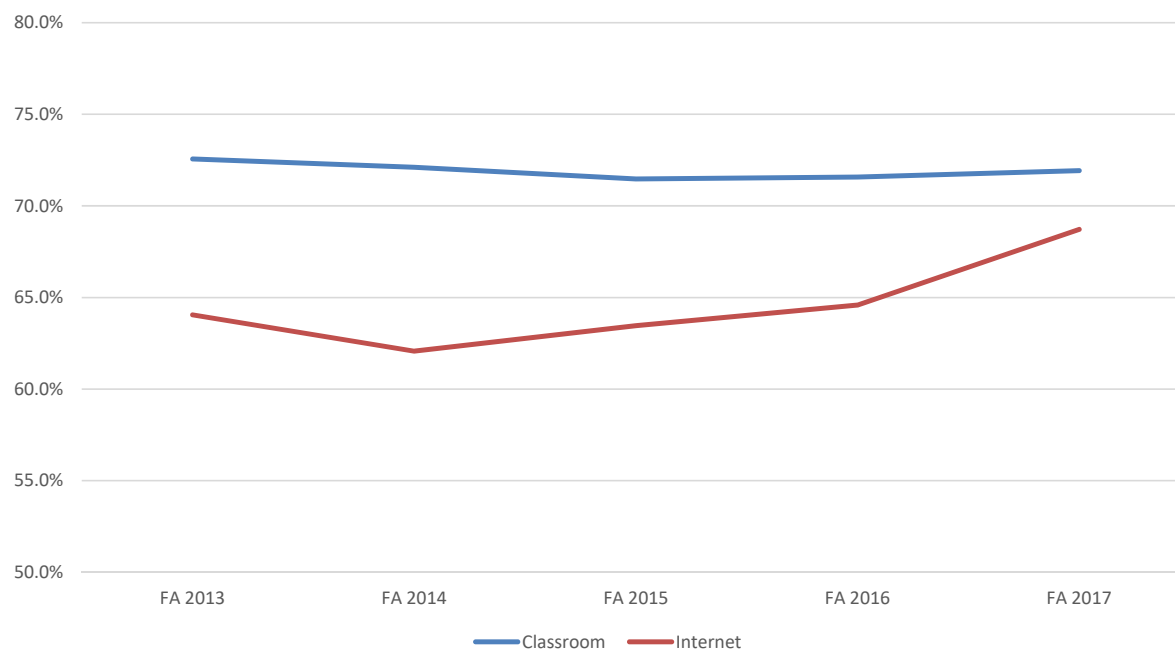


Source: Institutional Effectiveness Annual Report Saddleback College, 2017

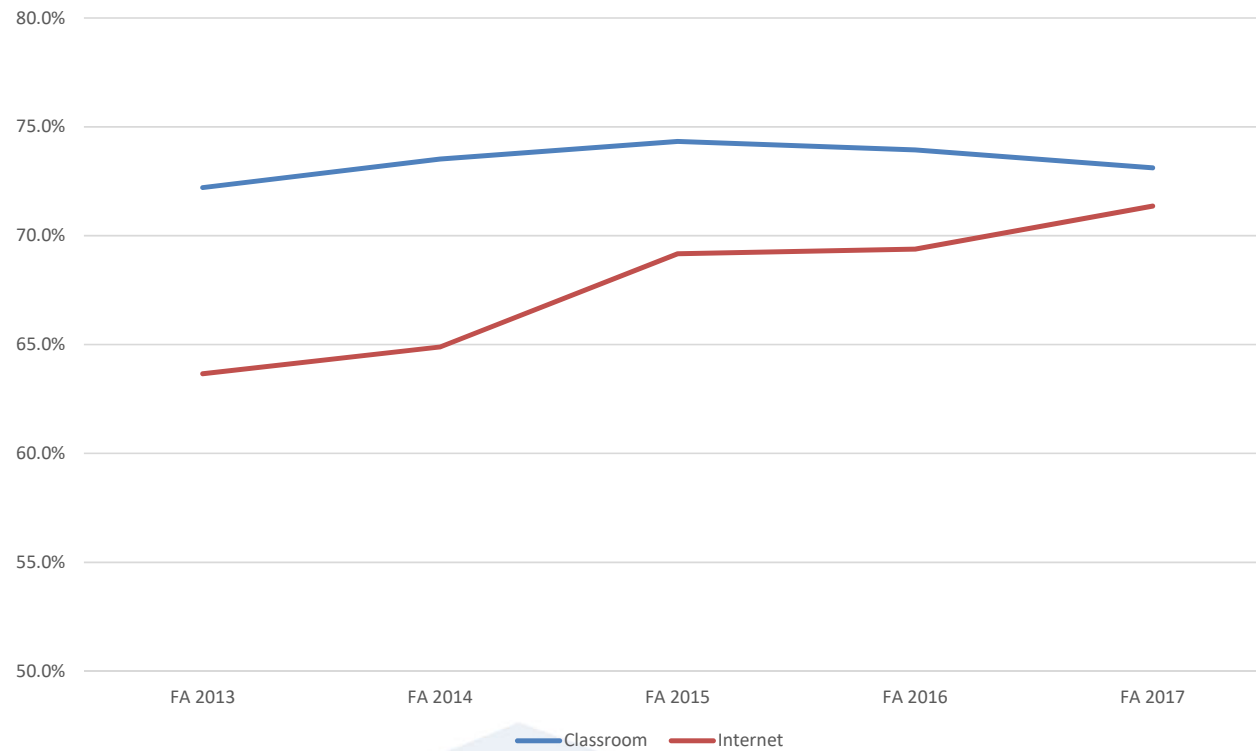
Economic Status of First Time Students



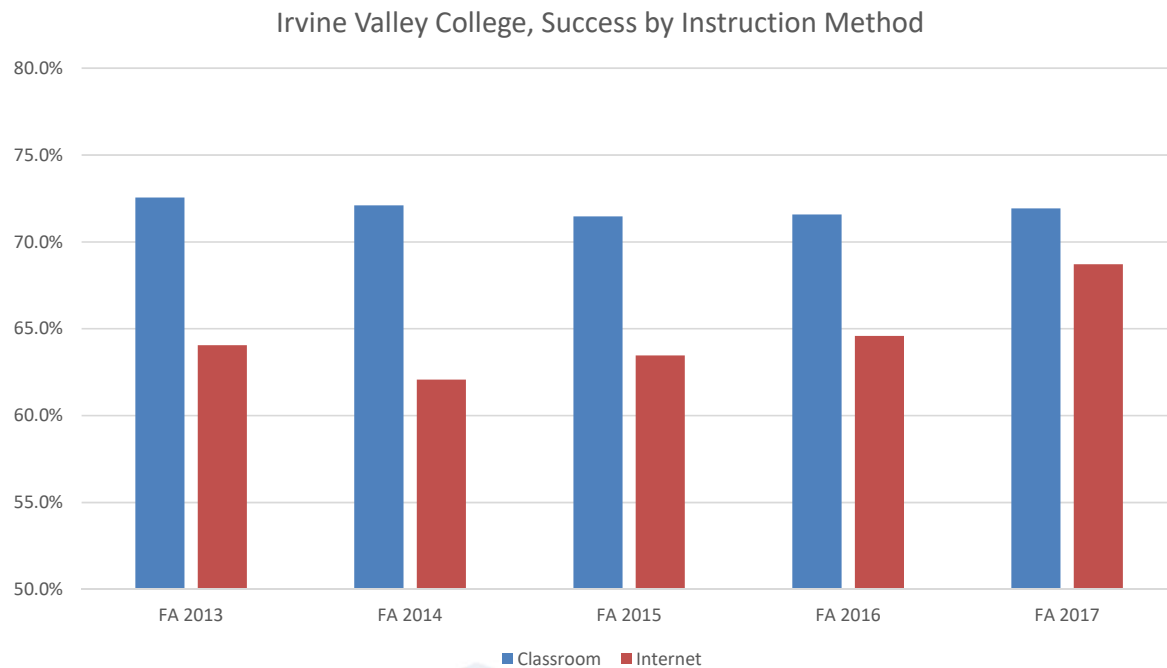
Success by Instruction Method - IVC



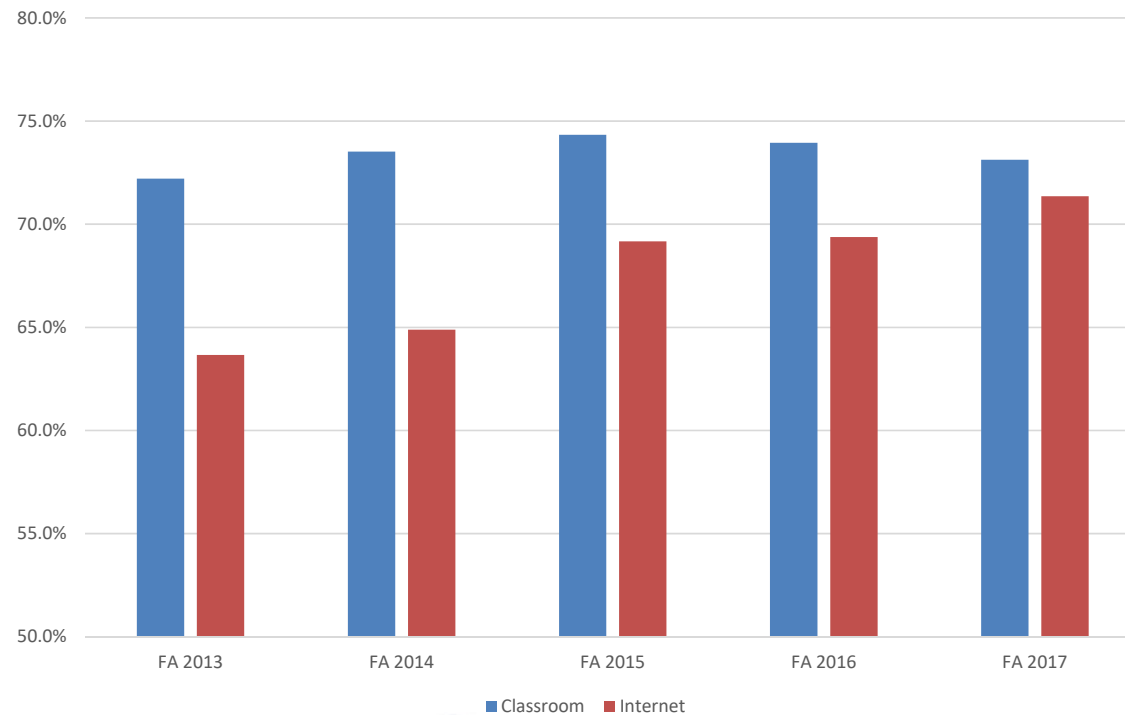
Success by Instruction Method – SC



Success by Instruction Method (IVC)



Success by Instruction Method - SC

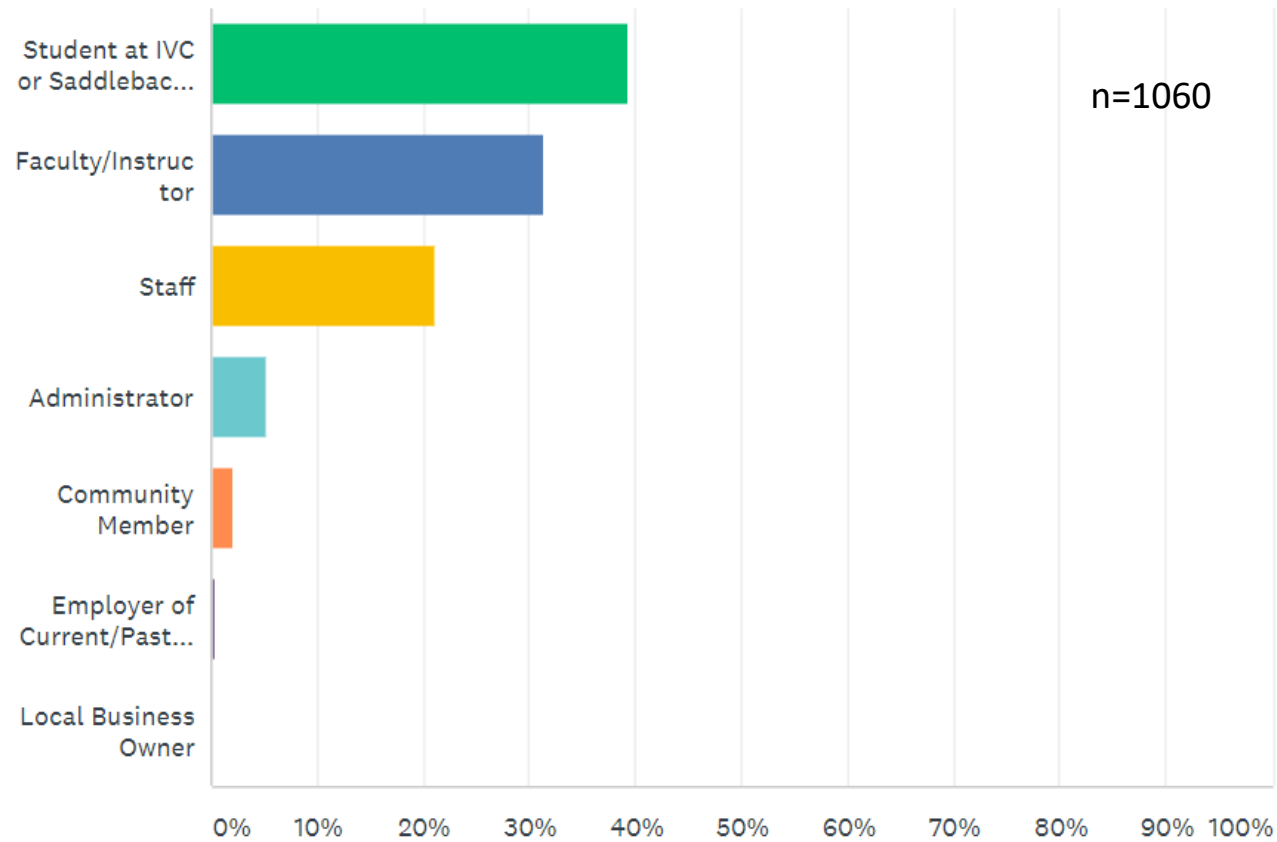




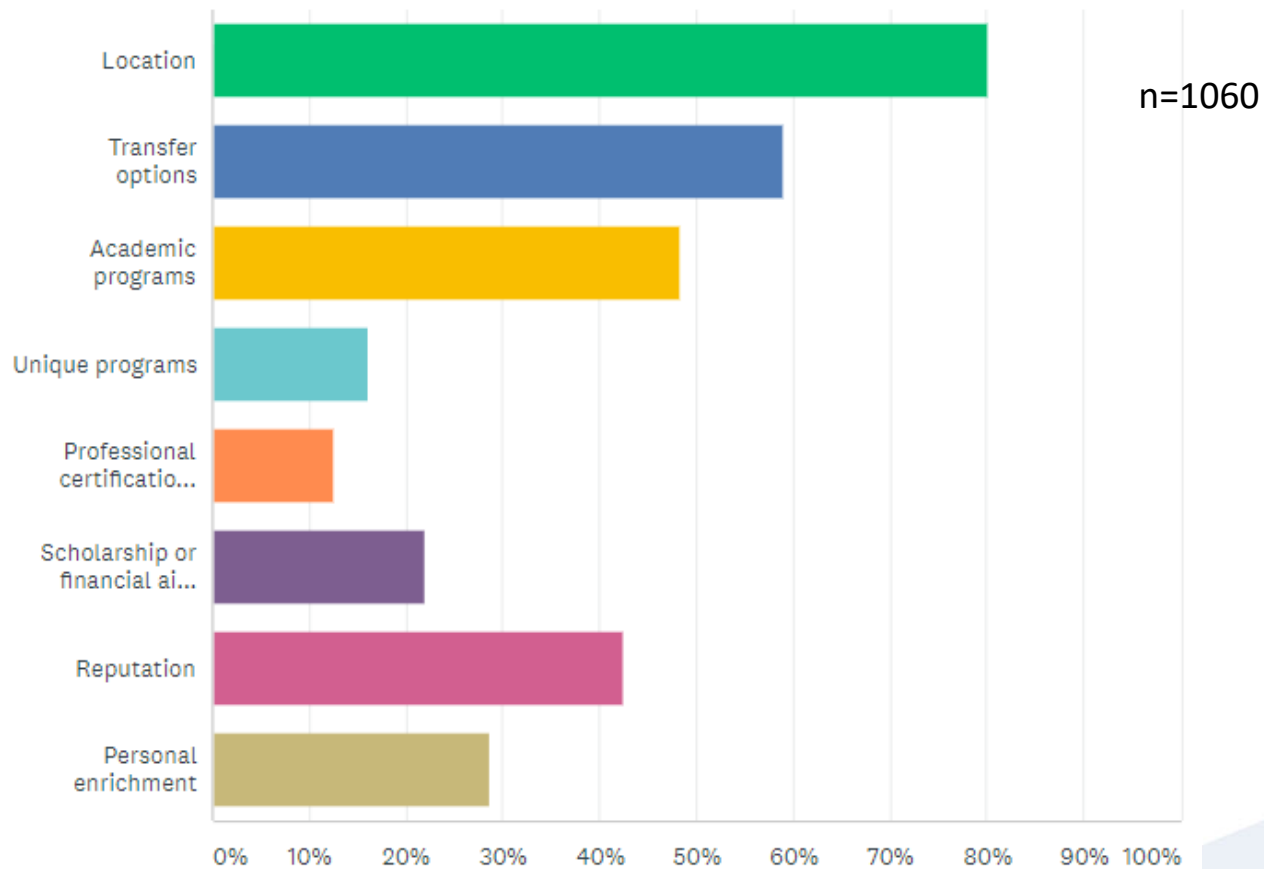
On Line Questionnaire



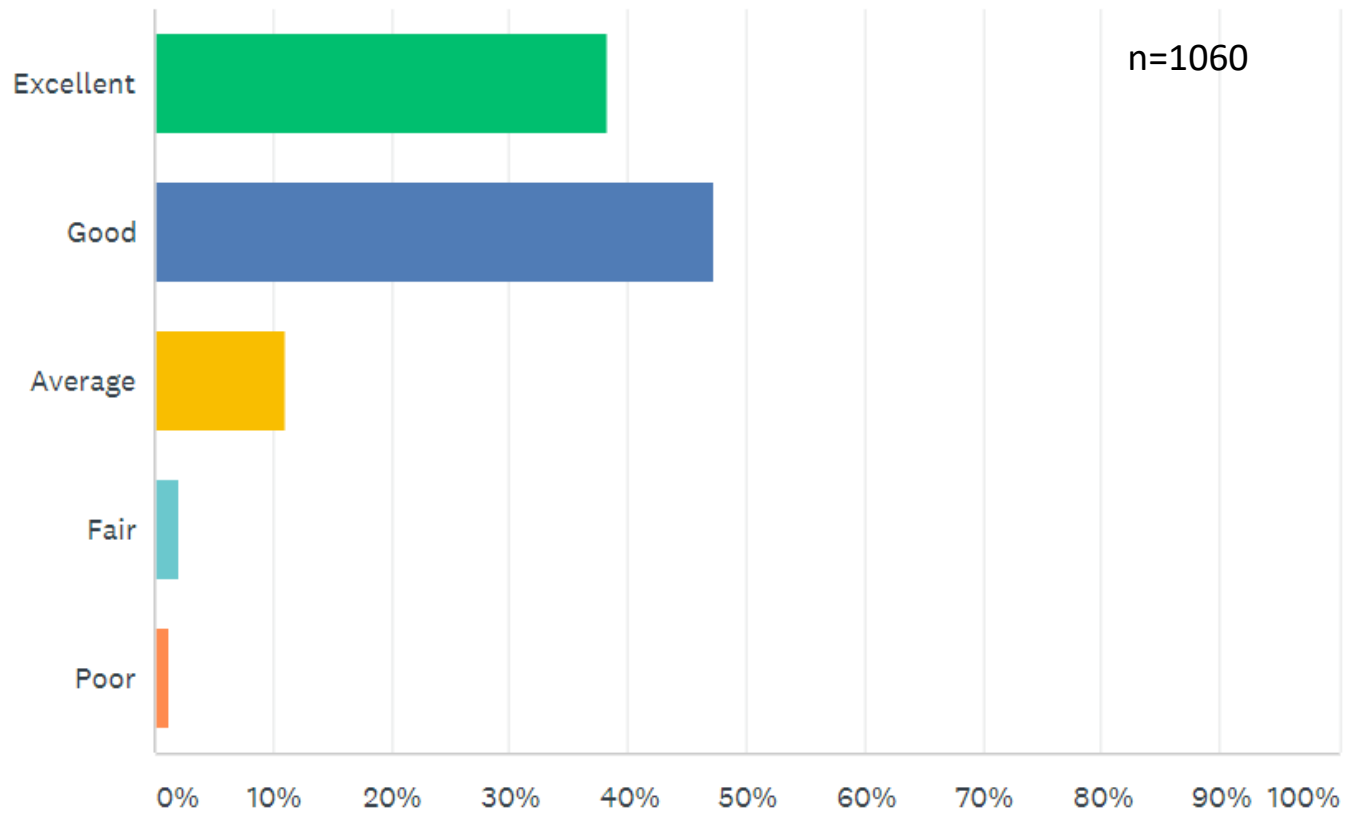
Survey Participants



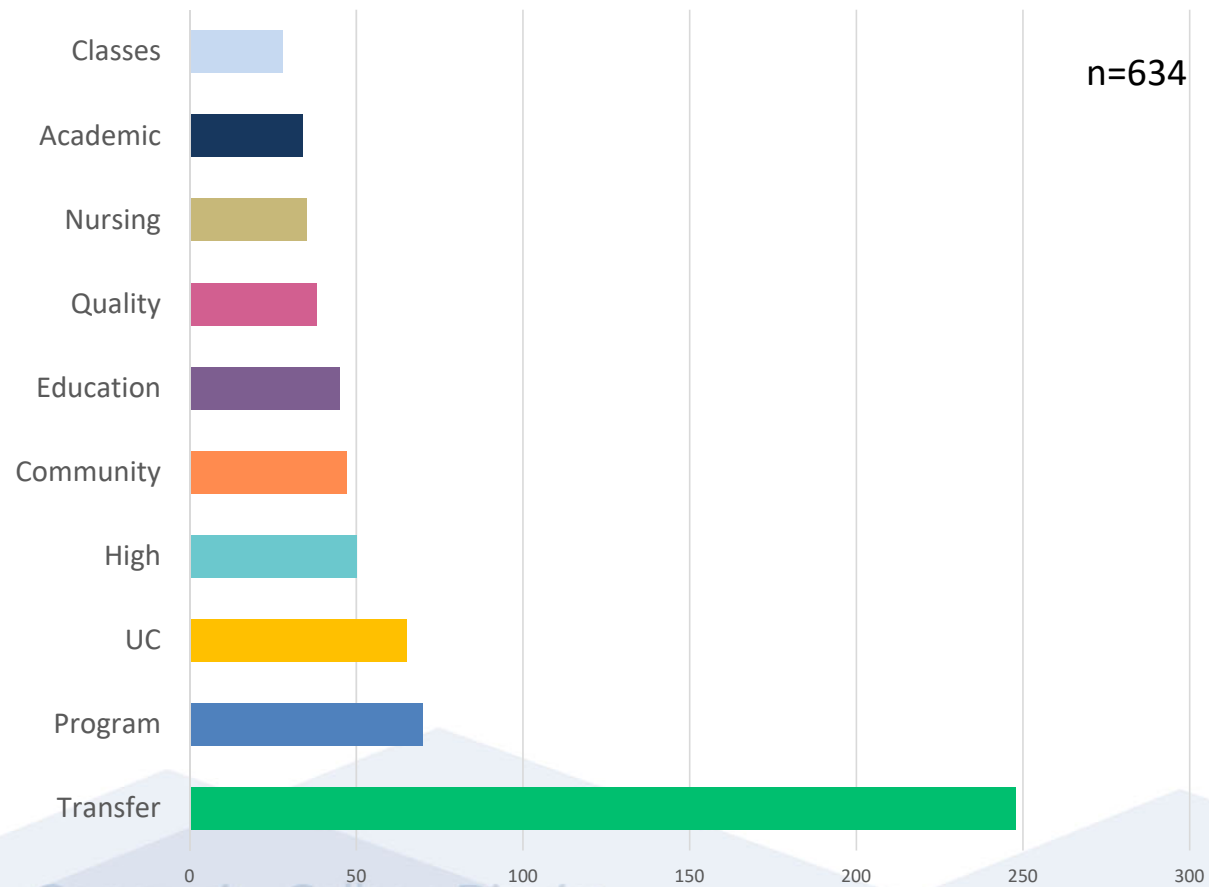
Factors in Choosing a College



Rate Your Experience With the Colleges



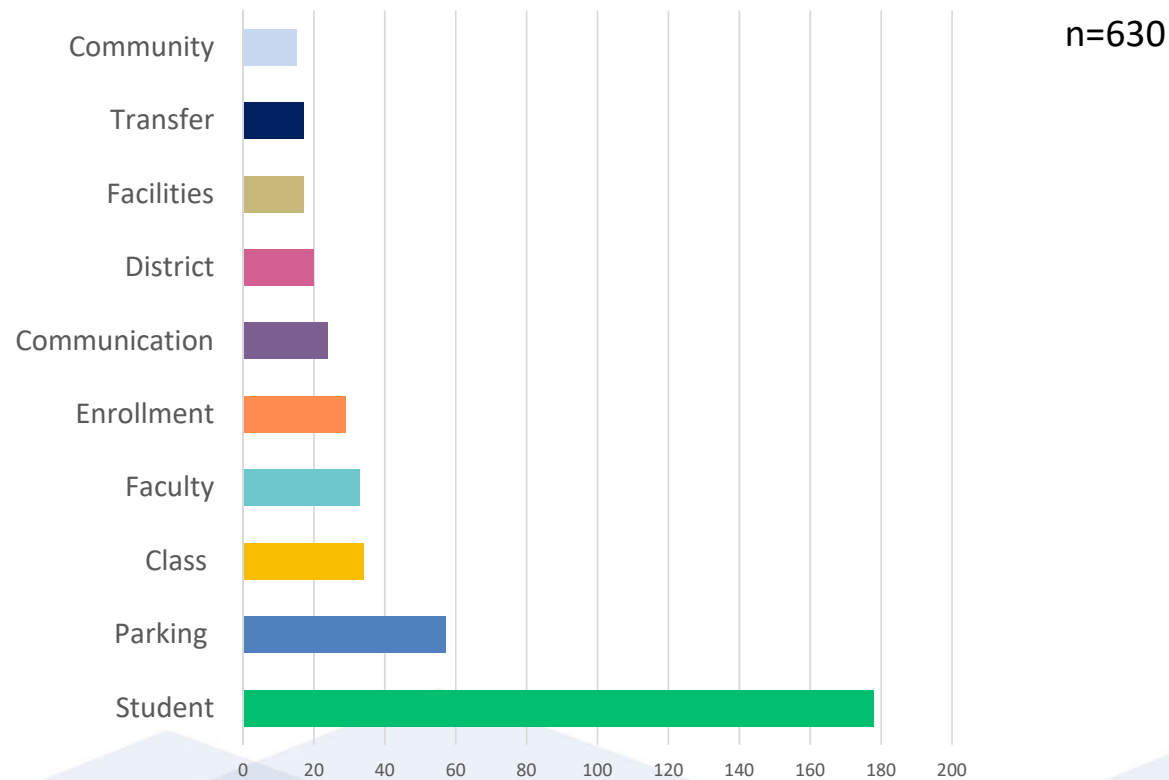
What are the Colleges or District Best Known For . . .



Colleges or District are Best Known For . . .

- **Transfer** – high transfer rate
- **Program** – high quality programs
- **UC** – high transfer rates to UC's
- **High** – high transfer rate; high quality
- **Community** – community college
- **Education** – high quality education; affordable education
- **Quality** – high quality instruction
- **Nursing** – high quality programs for health-related majors
- **Academic** – quality of academic programs and services
- **Classes** – affordable, quality classes; able to transfer classes; variety and availability of classes; emeritus classes; online classes

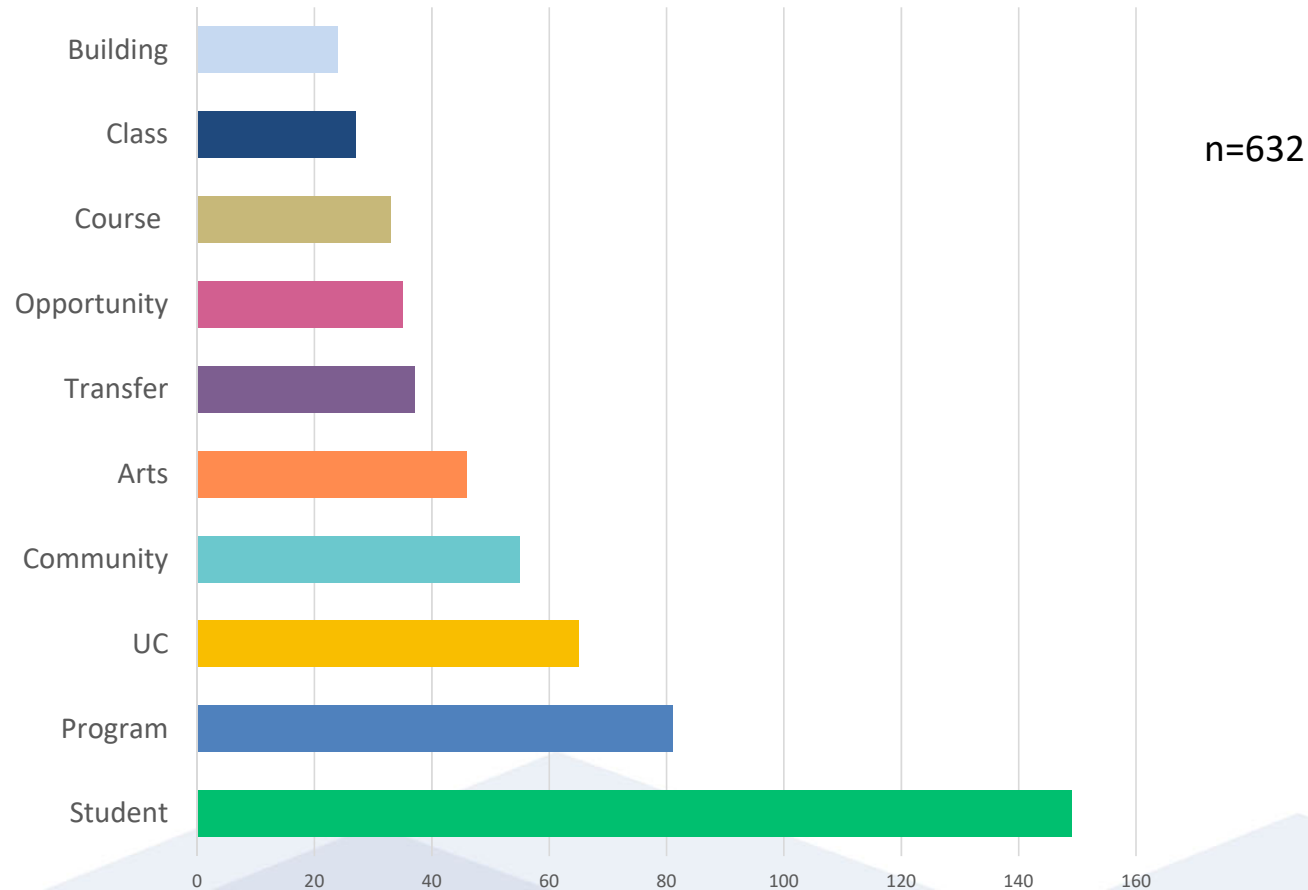
What do you see as major issues or challenges?



Major Issues or Challenges . . .

- **Student** – housing, balancing work and family; costs for students; scheduling
- **Parking** – limited parking; parking fees
- **Class** – lack of availability for certain classes and requisites
- **Faculty** – difficulty hiring and retaining faculty
- **Enrollment** – decreased enrollment
- **Communication** – administration and faculty and between the District and the college
- **District** – lack of communication; available financial resources
- **Facilities** – unmet facility needs
- **Transfer** – overly focused on transfer
- **Community** – lack of engagement with the larger community

What do you see as major opportunities?



Major Opportunities . . .

- **Student** – curriculum that is responsive to students' current needs
- **Program** – new programs that accommodate students' needs and the changing economy; theater and arts programs; partnership programs (e.g. with high schools and UC's)
- **UC** – improve transfer rates to UC's
- **Community** – community partnerships
- **Arts** – arts and music facilities are needed
- **Transfer** – improve transfer rates and transfer programs
- **Opportunity** – there are opportunities to...
- **Course/Class** – non credit courses/classes; courses course/classes that accommodate working adults (e.g. weekend courses); online courses/classes and assignments are expensive and less beneficial
- **Buildings** – unmet facility needs including music and arts



On Campus Workshop Findings



Strengths

- **Academic excellence** at both IVC and SC
 - High transfer rates
 - Great educational value at low cost
 - Academic rigor
 - Accessible professors
 - Comprehensive transfer and CTE programs
 - University quality STEM programs
- **Comprehensive** student services
- Substantial **financial resources** (Basic Aid District)

Strengths

- Positive **student-centered culture** focused on student success
- Two great campus **locations**
- Well prepared, highly **motivated students**
- Dedicated **faculty and staff**
- **True** sense of community
- **Largest on-line program** in the State

Issues and Challenges

- **Declining college age population** and changing demographics
- Responding effectively to the **impact of social media** and technology on everything
- Aligning programs with ever **changing labor market** needs
- Addressing **aging facilities** and infrastructure
- **Overcoming misperceptions** that a community college is a “lesser” education
- Improving organizational decision-making; desire for more **transparency and collaboration**
- Providing a **sense of community** for student commuters
- **Integrating Guided Pathways** & similar initiatives into the organizational culture and structure

Issues and Challenges

- Meeting the many **non-academic needs** of today's students that impact learning
- Preparing faculty and staff for a **more diverse student body**
- Simplifying a **complex enrollment** process
- Improving fulltime/part time **faculty ratio**
- Moving beyond previous **inter-college tension**
- Ensuring consistent **information** delivery to students
- **Reducing delivery time** for new facilities
- Responding effectively to **state mandates** (e.g. equity, new funding formula)

Opportunities

- Create more **scheduling flexibility**
- Improve **collaboration** between IVC and SC
- Develop new and **improved facilities with hyper-flexibility**
- Nurture **more community** within student body
- Expand **Guided Pathways**
- Provides **options for earning credentials**
- Expand **technology**, data, and information sharing
- **Diversify** faculty and staff

Opportunities

- Expand **professional development**
- Explore **housing and transportation** solutions
- Use new media to better communicate
- Adjust curriculum to **keep pace with changing fields** and employment landscape
- Encourage **evidence-based decision-making**
- Expand definition and scope of **student success**
- Integrate **sustainability** into all future projects
- Enable **ATEP** to realize its full potential for both colleges

ATEP Vision



South Orange County Community College District



Emerging Themes



Emerging Themes

- A. Adopt a wider array of **teaching and learning approaches** to respond to student trends
- B. **Prepare students** to achieve their learning goals and successfully complete their educational programs in reasonable time
- C. **Align our programs** throughout the district with current and long-term labor market needs
- D. **Ensure equity** by identifying and mitigating factors that contribute to disproportionate impacts among different student populations.
- E. **Strategize enrollment** by carrying out a district-wide, pro-active response to demographic decline in traditional (18-24) students

Emerging Themes

- F. **Expand and modernize college facilities and infrastructure** as determined by program requirements and student needs
- G. **Improve organizational effectiveness**, internal communication, collaboration and decision-making within each college through greater transparency and inclusiveness
- H. **Expand and enhance partnerships** with K-12 school districts, local business community, local cities, and 4-year institutions
- I. **Raise the profile** of each of the colleges based on a new vision of what is required of community colleges in the 21st century.
- J. **Strengthen the relationships** between IVC, SC, and the District by pursuing opportunities to collaborate on shared goals



III. Overview of the Small Group Process



Three Parts...

- **Breakout Session I** – Your Assigned Theme Corresponds to the 1st Letter on Your Name Tag
- **Breakout Session II** with Working Lunch– 2nd Letter on Your Name Tag
- **Report Back and Large Group Discussion**

For Each Assigned Theme

- Discuss the key challenges and opportunities
- Identify strategies and actions for addressing this issue
- Arrange the strategies and actions in priority order



IV. Small Group Discussion Session I



Ready

Ready, Set

South Orange County Community College District

Ready, Set, *Go!*

South Orange County Community College District



IV. Small Group Discussion Session I





V. Small Group Discussion Session II





VI. Small Group Reports and Large Group Discussion





VII. Summary and Next Steps



SOCCCD EMSP Website

Coming Soon:
socccdemsp.net

Next Steps

May – August	Draft EMSP Preparation
September	Draft EMSP Review: IVC & SC Campus Outreach Meetings
October	Revised Draft EMSP
Oct/Nov	Final EMSP Review
December	Final Plan & Board Adoption



Thank You for Your Participation!





South Orange County Community College District



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April 5, 2019

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