

COLLEGE OF

MARIN

FIRE/EMT Advisory Committee Meeting

Friday, April 2, 2021 10:00 - 11:30 a.m.

AGENDA

Where We Are. Where We're Going.

Identifying Strengths,
Weaknesses,
Opportunities and
Challenges



I. Welcome & Introductions

II. Advisory check-in

III. Labor Market Information

IV. Covid Impact

V. Growth at COM

VI. Summary wrap-up

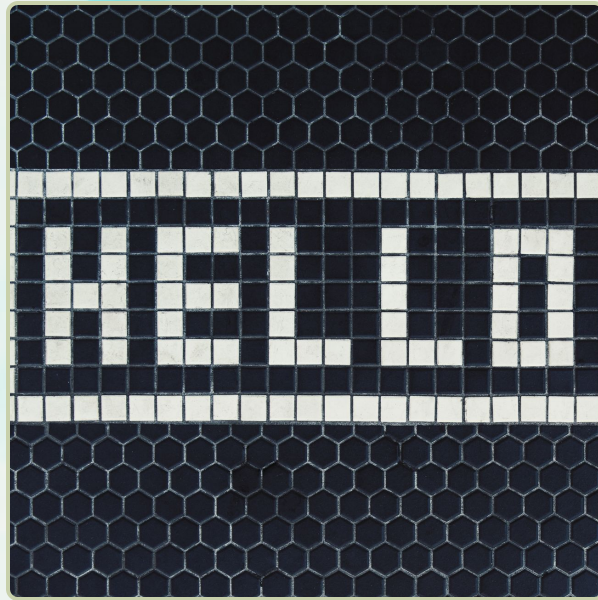
Previous meetings
About Career Ed
Dept.
reorganization

Priorities
New information
Current industry
landscape

Occupations
Reported Median
Wages
Ave Job
Openings

Enrollment
Skills labs
Virtual simulations

AS degree
Paramedic
program
Wildland Fire
Additional EMR
sections
Summer EMT
training



Who are you?

- Please share your name, role, organization. What brought you to this space? What do you hope to leave with?

I. WELCOME AND INTRODUCTIONS

Who am I?

Alina Varona, Dean, Workforce Development and Career Education

JOINED IN JULY 2020
LIVE FROM MY KITCHEN TABLE

ONE OF 2% WHO SUCCESSFULLY
TRANSFERRED FROM A COMMUNITY
COLLEGE IN LESS THAN FOUR YEARS



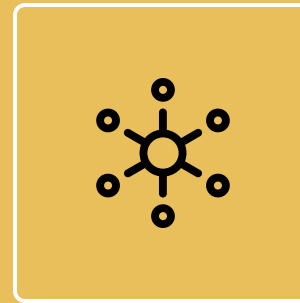
Career Education Focused
Pathways, Bridge Programs, Community
Partnerships, Dual Enrollment, Grants

Inclusive, Holistic,
Collaborative Approach
Holding the forest and the trees in mind.

Equity Centered & Equity
Focused
Where are the opportunity gaps and how
do we organizationally disrupt existing
disparity through education, training, and
partnerships?

ONE OF 0.2% WHO WILL HOLD A DOCTORATE DEGREE

College Updates and COVID Impact.



ORG CHANGES



PROGRAMS

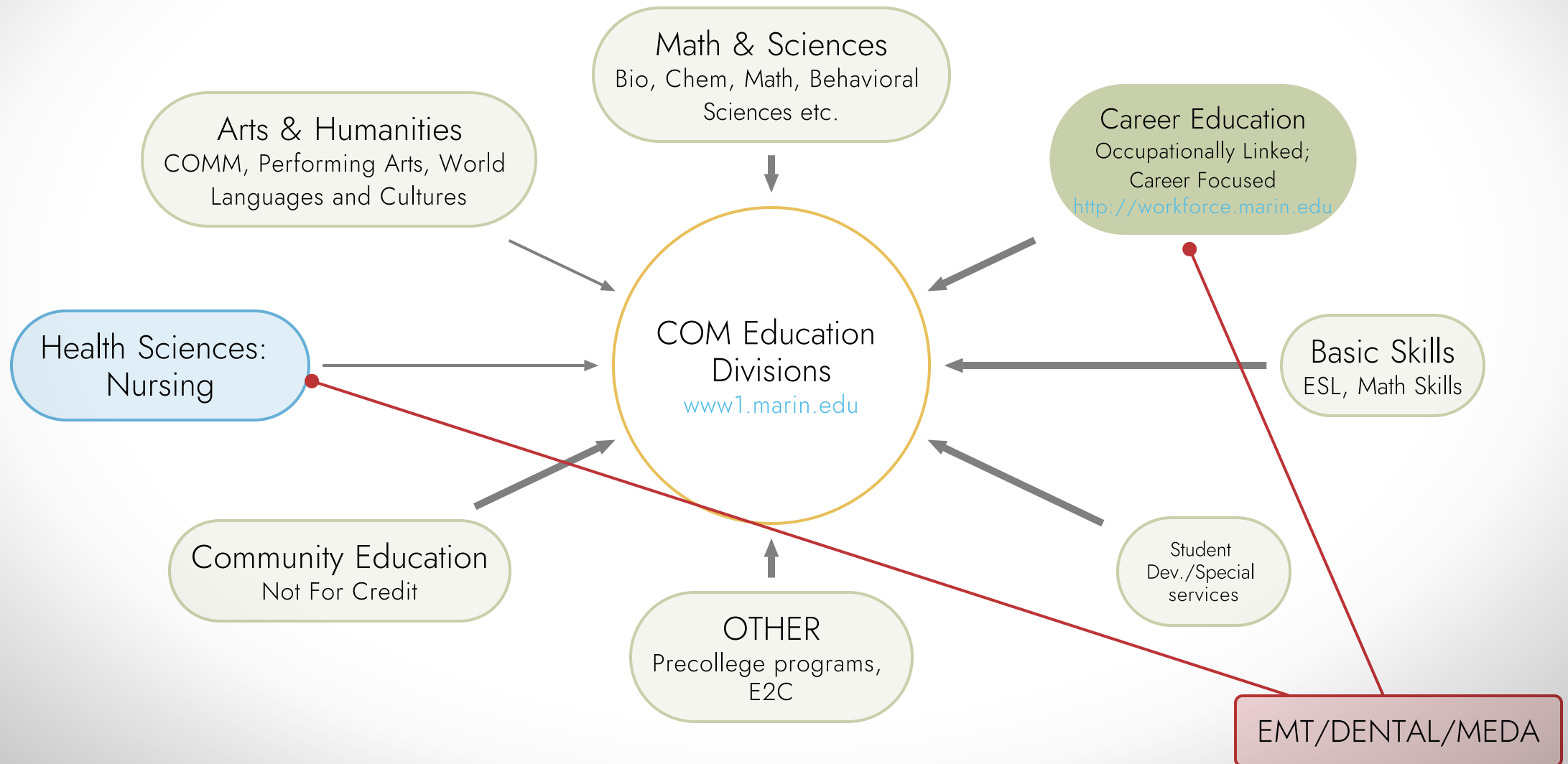


ENROLLMENT



STUDENT OUTCOMES

College of Marin Education Divisions



CAREER EDUCATION AND WORKFORCE DEVELOPMENT GOALS

<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development>

Prepare students and individuals with skills for 21st century jobs, careers, and the future of work.

Degrees and Certificates

- Create Pathways & Support Momentum

Short Training & Workforce Development

- Respond In-Time to Labor Market Needs and Connect to Employment

Non Credit Education

- Ladder and Bridge to Basic Skills, Work, and Credit

HELP STUDENTS BUILD AN ENTREPRENEURIAL MINDSET

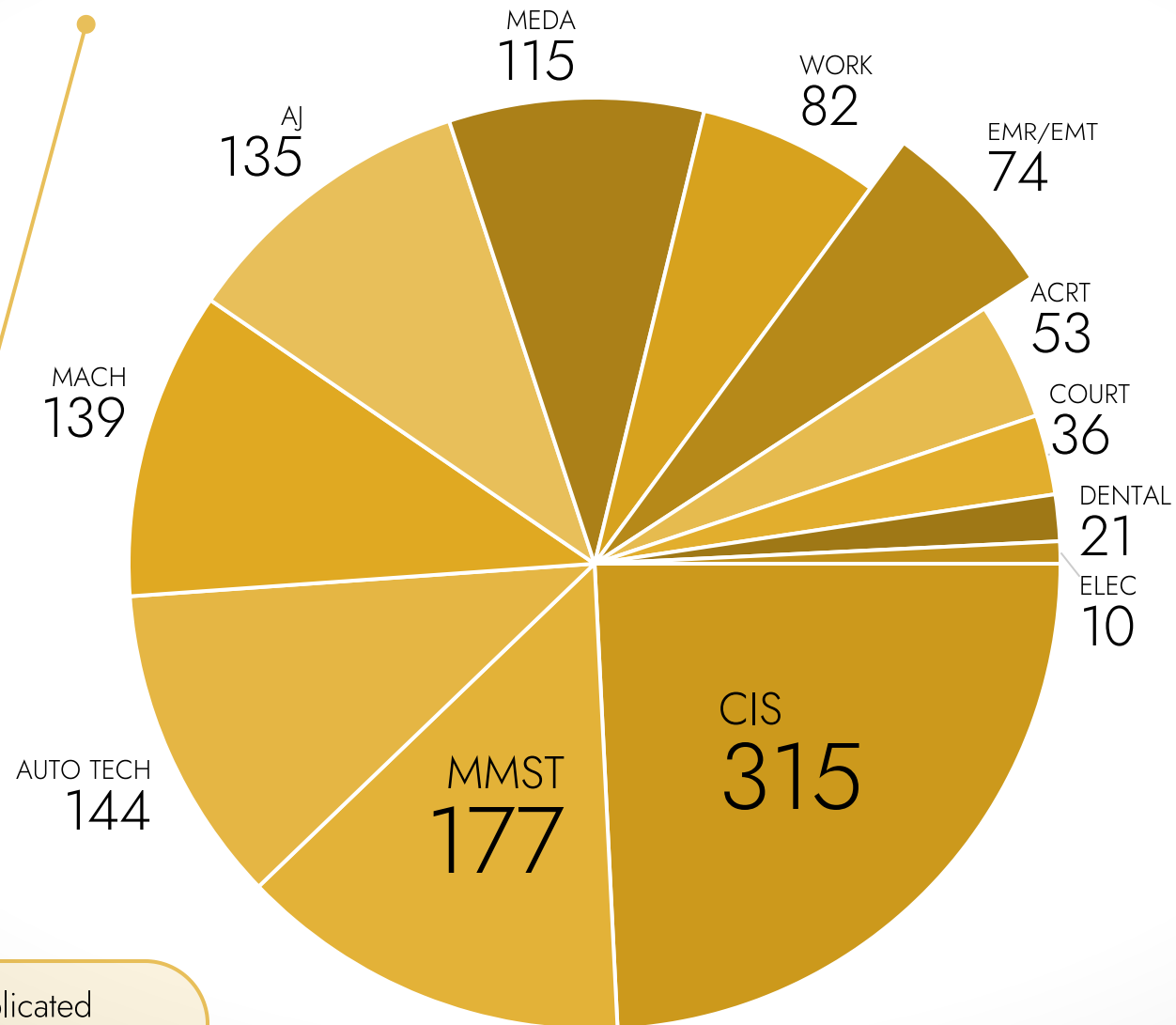
Career Education: Programs

<http://workforce.marin.edu>



- Administration of Justice
- Auto & Industrial
 - Auto Collision Repair; Auto Technology; Electronics; Machine & Metals
- Computers & Multimedia
 - Computer Information Systems; Graphic Design; 3D, Video, Game Dev; Web Design and Development; MS Office Specialist Certification
- Court Reporting
- Health Sciences
 - Dental Assisting; Emergency Medical Technician Training; Medical Assisting;
- Organic Farming
- Education 2 Career (E2C)
- Summer Career Academies
- Short-Term Career Training Programs (12 Weeks) NEW
 - Office Technology; Marketing; Business Management; Accounting; Web Design/Dev.; Servsafe; Customer Services

ENROLLMENTS BY PROGRAM



Academic year 2019-2020 unduplicated headcount by program

Average for two largest represented student groups across 8 largest career education programs

STUDENT DEMOGRAPHICS

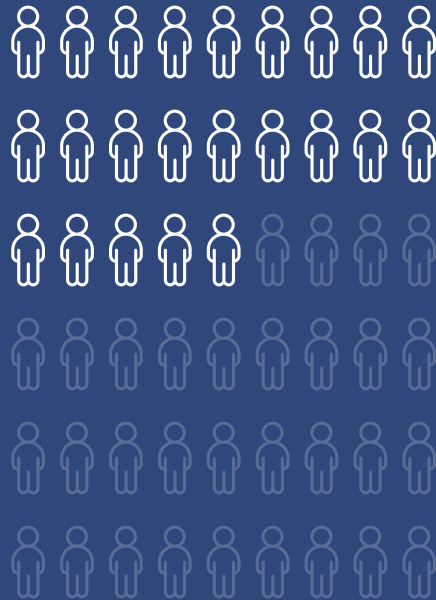
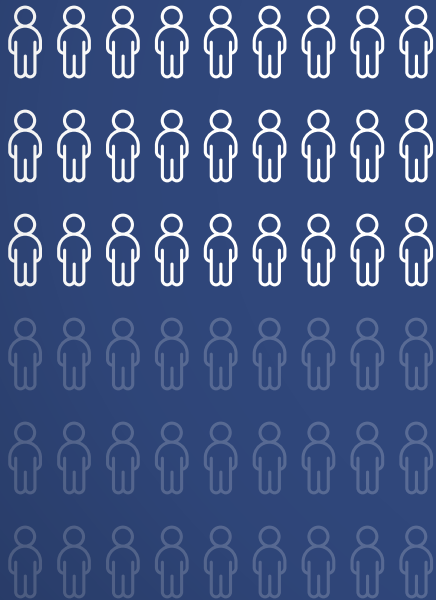
Source: College of Marin Program Data 2017-2020 and COM Fast Facts 2018-2019

50%

41%

30%

36%



COM-WHITE

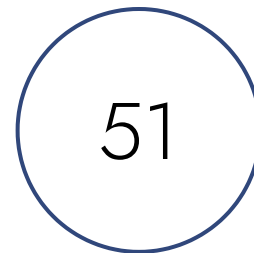
CE-WHITE

COM-LATINX

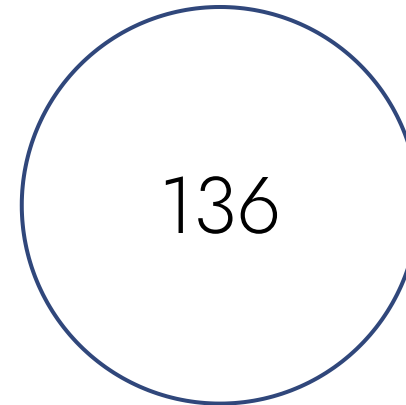
CE LATINX

CAREER EDUCATION OUTCOMES

Source: <http://prie.marin.edu/sites/prie/files/TimeToDegreeByProgram1718to1920.pdf>



Degrees



Certificates



Non credit certificate,
Chancellor's approved
certificate, and/or degree
on a TOP code assigned to
a vocational sector

1,507 STUDENTS SERVED 2019-2020

EMPLOYMENT DATA

18 months after college completion

85% Target

77%



Found a job very closely or closely related to their field.

23%



Reported job is not closely related to their field.

206 Student respondents

PRIORITIES AND CURRENT LANDSCAPE

Advisory Member Share Outs & Discussion

What has this last year looked like for your field?



Staffing and Recruiting



Policy, Legislation, and Political Landscape



Training & Professional Development



Needs and Priorities



Community Partnership & Impacts



Wildland Fire

Angela Olmanson, Program Administrator for Allied Health

Background

1. Fire 255 created in the 70's and taught in the 80's-dormant since.
2. Fire 255 is a 44hr.
3. Created to address need for expanding wild fire force.

Context

1. Advisory recommendation
2. Fire Forward has interest in expanding pool of Wildland fire candidates.
3. Marin Wildfire Prevention Authority.

Opportunity

1. Engage with industry partners.
2. Revisit goals and objectives.
3. Content creation + planning.
4. Address community and industry needs.

Labor Market Information

by Sector Occupational Codes per O*Net Online

<https://www.onetonline.org/>

Occupational Database
Following Federal
Standard Occupational
Classifications



Bright
Outlook!

1 Fire Inspectors/Investigators

- Arson Investigator, Fire Official, Fire Prevention Inspector, Fire and Explosion Investigator, Fire Protection Specialist, Fire Prevention Specialist/Investigator

2 Firefighters

- Fire Engineer, Fire Equipment Operator, Fire Rescue Technician, Fire Technician, Forest Fire Suppression Specialist, Forestry Fire Tech, Hot Shot, Wild Land Firefighter

All are expected to grow rapidly in the next several years, or will have large numbers of job openings!

3 First-line Supervisors of Firefighting & Preventative Workers

- Battalion Fire Chief, Engine Boss, Fire Captain, Fire Management Officer, Fire Marshal, Forest Fire Specialist Supervisor, Section Forest Fire Warden

4 EMT and Paramedics

- First Responder, Flight Paramedic

5 Public Safety Telecommunicators

- 911 Dispatcher, Public Safety Dispatcher, Emergency Communications Operator

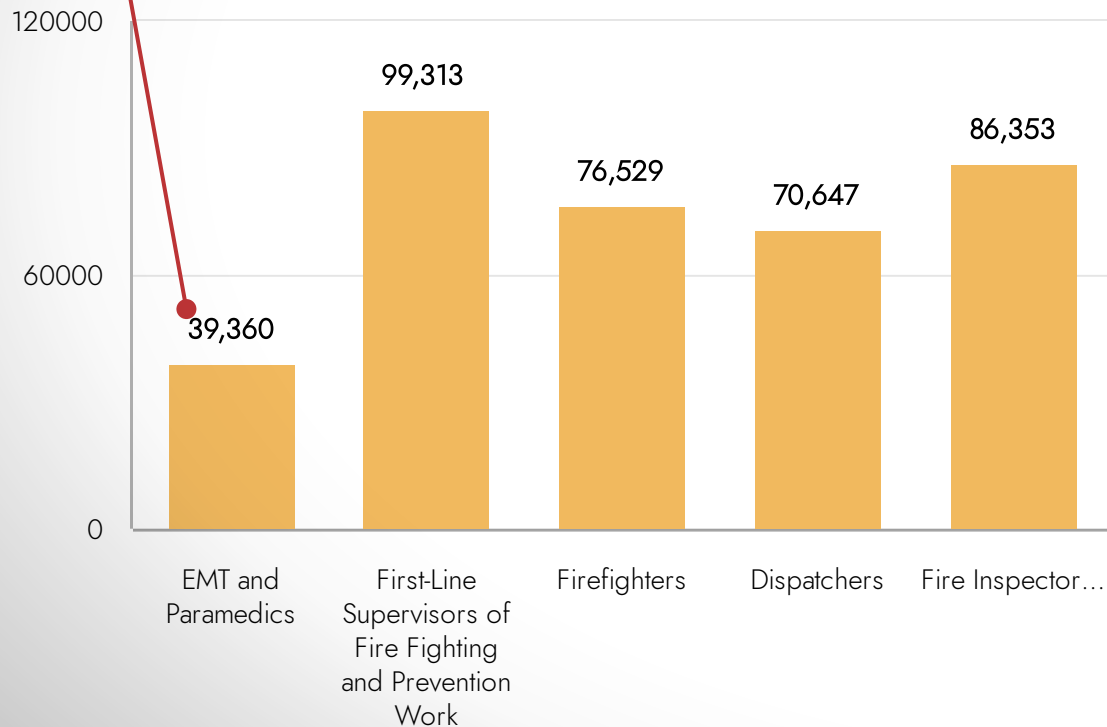
Labor Market Information

Source from Centers of Excellence
All of Bay Area, 2018 - 2023

Bay Area
Counties: San
Francisco, Marin,
Napa, Sonoma,
Solano, Contra
Costa

What's Up
Here?

Median Annual Wages Reported for 2018



Average Annual Number of Job Openings projected through 2023



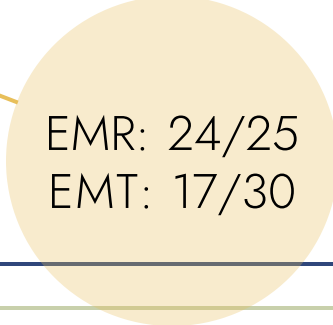
<http://coecc.net/region/bayarea.aspx>

COVID Impact & Updates

Scott Wood, EMT Instructor & Program Coordinator

Enrollment

- EMT (adult learners): stable enrollment compared to previous semesters
- EMR (adult learners): stable enrollment
- EMR at Novato High school: cohort of 20



EMR: 24/25
EMT: 17/30

Hands on skills (EMR & EMT)

- EMT: Skills look exactly the same as previous semesters/years. We still complete the same state required skills with no exceptions
- EMR: designated on campus skills lab days for both COM group and NHS group.

Virtual simulations

- No virtual SIMs for EMT or EMR -only videos of the EMT state mandated skills
- EMR at Novato High is utilizing virtual simulations

Fall 2021

Fall 2021 for both EMR & EMT: Hybrid with Zoom for lectures and the skills days on campus.

EMT 2019-2020 STUDENT DEMOGRAPHICS: WHITE 50% LATINX 34% AFRICAN AMERICAN 1% ASIAN 5% MULTI RACIAL 5% NATIVE AMERICAN/INDIGENOUS 1% UNKNOWN 5%

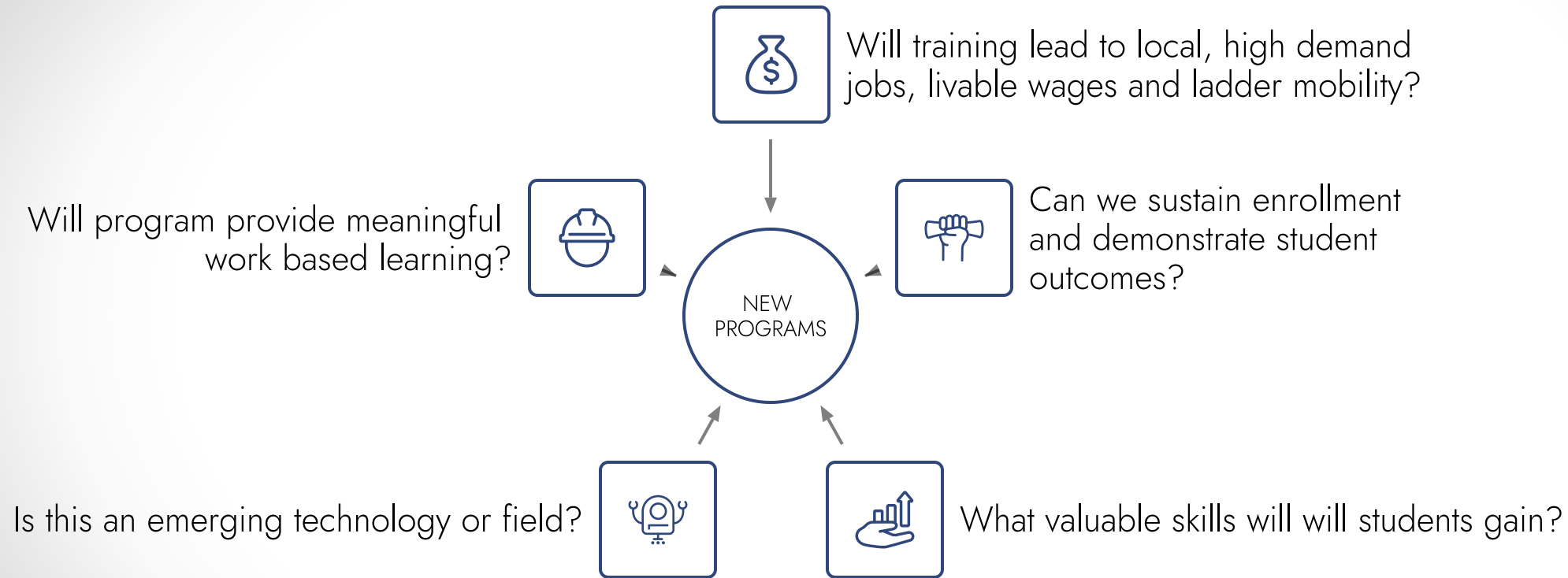
COVID Impact and Updates



Thoughts, questions and/or feedback?

Revisiting our priorities.

CREATING PATHWAYS AND PROGRAMS



A DECISION MAKING FRAMEWORK



Progress Updates, Momentum Points, and Sticky Wickets



How do we
“Strengths,
Weaknesses,
Opportunities and
Challenges” our way
to meaningful (timely!)
action?



Progress Updates, Momentum Points, and Sticky Wickets



We need your help.

As thought partners and experts...

What should we prioritize? Is this needed? How do we solve for capacity and competition challenges?



Avenues for Growth

How do we build capacity, meet the need, and leverage momentum points?



Online Associate's Degree

Angela Olmanson, Program Administrator for Allied Health

Strengths

- Framework for Liberal Arts degree online--completed
- Equitable! More affordable than the private sector options
- Existing capacity for online classes
- Credit for prior learning (CPL)
- Easy to launch

S

Weaknesses

- Unclear on demand for Public Safety
- Competition with for-profit institutions

W

Opportunities

- Credit for prior learning for both previous and upcoming trainings and certifications
- Bridge with SSU B.S. Liberal Arts degree
- Direct partnerships for continuing employee education

O

Challenges

- Enrollment from FF/EMS industry folks
- Operationalize CPL

C

Public Safety Associate Degree

Major units

Fire 215 EMR 3 units	Fire 112 EMT 7 units	Fire 255 Wildland Firefighting 1.5units <i>*Not yet offered*</i>	Psy 110 Intro to Psych 3 units	Soc 110 Intro to Sociology 3 units	Soc 140 Family/Intimate Relationships 3 units	Hed 140 Stress Management & Health 3 units	Span 101 Elem. Spanish 4 units
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25.5 units to choose 18 major units from

Discussion

Online Associate's Degree



Is this still a need?

- Are existing employees encouraged and/or incentivized to receive their Associates or other degrees?
- Are the private sector options still be utilized?

Paramedic Program

Scott Wood, EMT Instructor (Paramedic & RN)

Strengths

- Space for build out at IVC
- Curriculum easy to build may already be built into nursing curriculum
- Dept. staffing and skill set -- Scott Wood

S

Weaknesses

- Unclear demand for program
- Capacity
- Funding

W

Opportunities

- Collaboration with SRJC
- Partnerships with local districts for guaranteed preceptorship placements

O

C

Challenges

- Preceptorship/clinical placements
- SRJC competitor
- Unclear on applicant qualifications

Current
Paramedic
and previous
director

Discussion

Paramedic Program



1. Is a Paramedic Program still a need?
2. Preceptorships are a barrier. How do you incentivize your folks to precept?
3. What solutions do you see for the preceptorship barrier?
Partnerships?



Student learning objectives

1. Identify and safely manage common tools used in wildfire management.
2. Demonstrate construction of wildfire management procedures including handline and hoselays.
3. Describe the management of a wildfire.



1.5 Units=96.25 Hours of Training. Is this right?



Discussion

Is a wildfire training still a need?

Who is a good candidate for Wildfire training/career?

Where are folks getting trained now?

No certificates provided.

Additional Avenues for Growth

Doug Bawden, EMR Instructor

NEW EMR DAY SECTION?

-Currently only one section of EMR is offered each Fall, Spring & Summer-taught one day/wk 6-10pm.

-Looking at opportunity to open a day and/or weekend section-trying to capture a more robust/diverse group and increase EMT completions.

Discussion

- Do you think increasing the EMT pipelines is a need?
- Interest, appetite and capacity to do more community engagement in high school engagement?



Additional Avenues for Growth

Scott Wood, EMT Instructor

Potential scheduling:

- 1 5 days/week, 3.5hrs/day for a total of 45 days (June 1 - July 24)
- 2 4 days/week, 4.5hrs/day for 36 days
- 3 3 days/week, 6hrs/day for 27 days
- 4 2 days/week, 9hrs/day, for 18 days

Discussion

- What type of student might be most successful in this accelerated format?
- Recommendations on scheduling?
- Any other considerations or recommendations?



Summary/Wrap-up

Thoughts? Questions?

NEXT STEPS



Thank You!

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