

COLLEGE OF

MARIN

**FIRE/EMT Advisory
Committee Meeting**

September 30, 2022

AGENDA

Welcome &
Introductions

Updates

Labor
Market
Information

Industry
Share Outs

Credit for
Prior
Learning

F.I.R.E.
Foundry

Public
Safety
Degree

Full-time
Fire Faculty
Recruitment

Summary
wrap-up



Hello!

Please share your name, role, organization.

College Updates, Trends, and Outcomes

ALINA VARONA, DEAN, CAREER EDUCATION AND WORKFORCE DEVELOPMENT

Career Education: Programs

cte.marin.edu

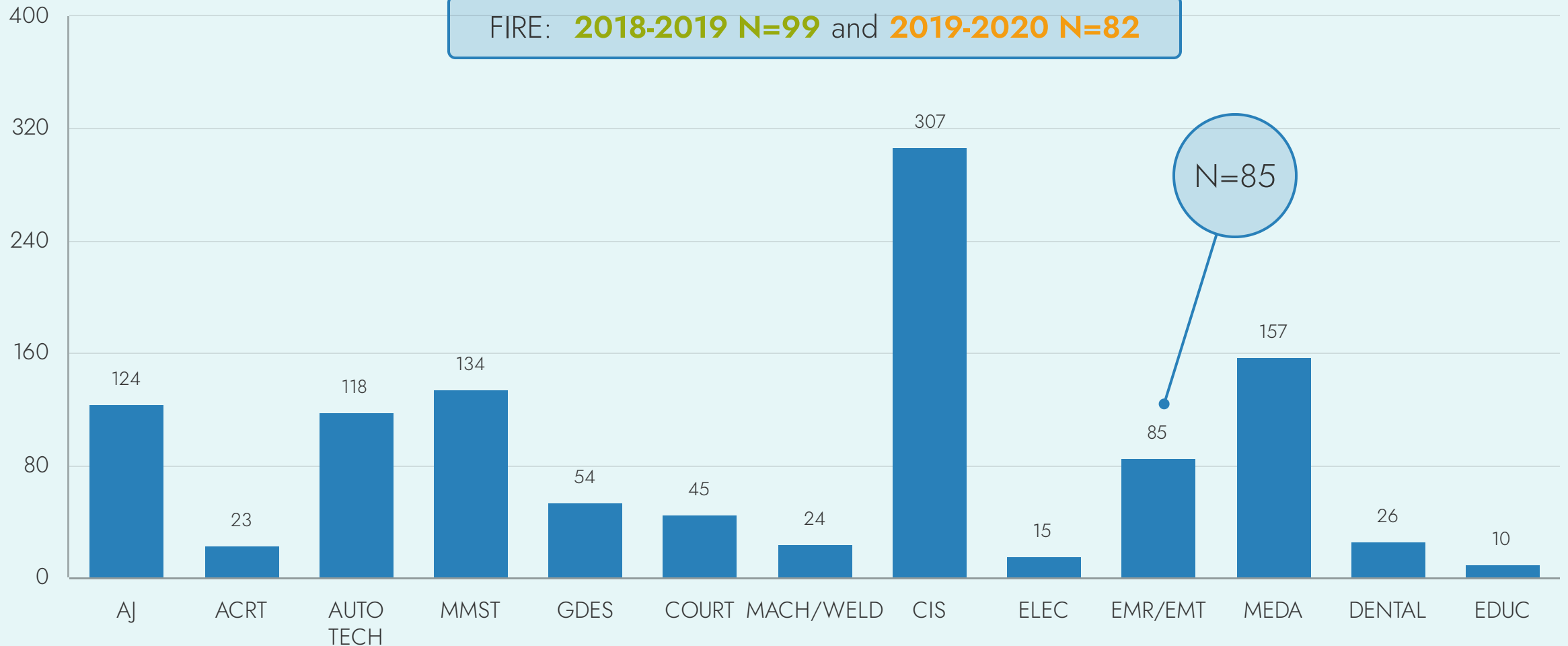


- Administration of Justice
- Auto & Industrial
Auto Collision Repair; Auto Technology;
Electronics; Machine & Metals
- Computers & Multimedia
Computer Information Systems; Graphic
Design; 3D, Video, Game Dev; Web
Design and Development; MS Office
Specialist Certification
- Court Reporting
- Health Sciences
Dental Assisting; **Emergency Medical
Technician Training**; Medical Assisting,
Public Safety Degree
- Organic Farming
- Education 2 Career (E2C)
Construction Program
- Summer Career Academies
High School Academies
- Short-Term Career Training
Programs (12 Weeks)
Business Start-Up; Small Business
Management: online selling, accounting,
office applications, social media
marketing

Enrollments by Program

2020-2021 Academic Year

FIRE: 2018-2019 N=99 and 2019-2020 N=82

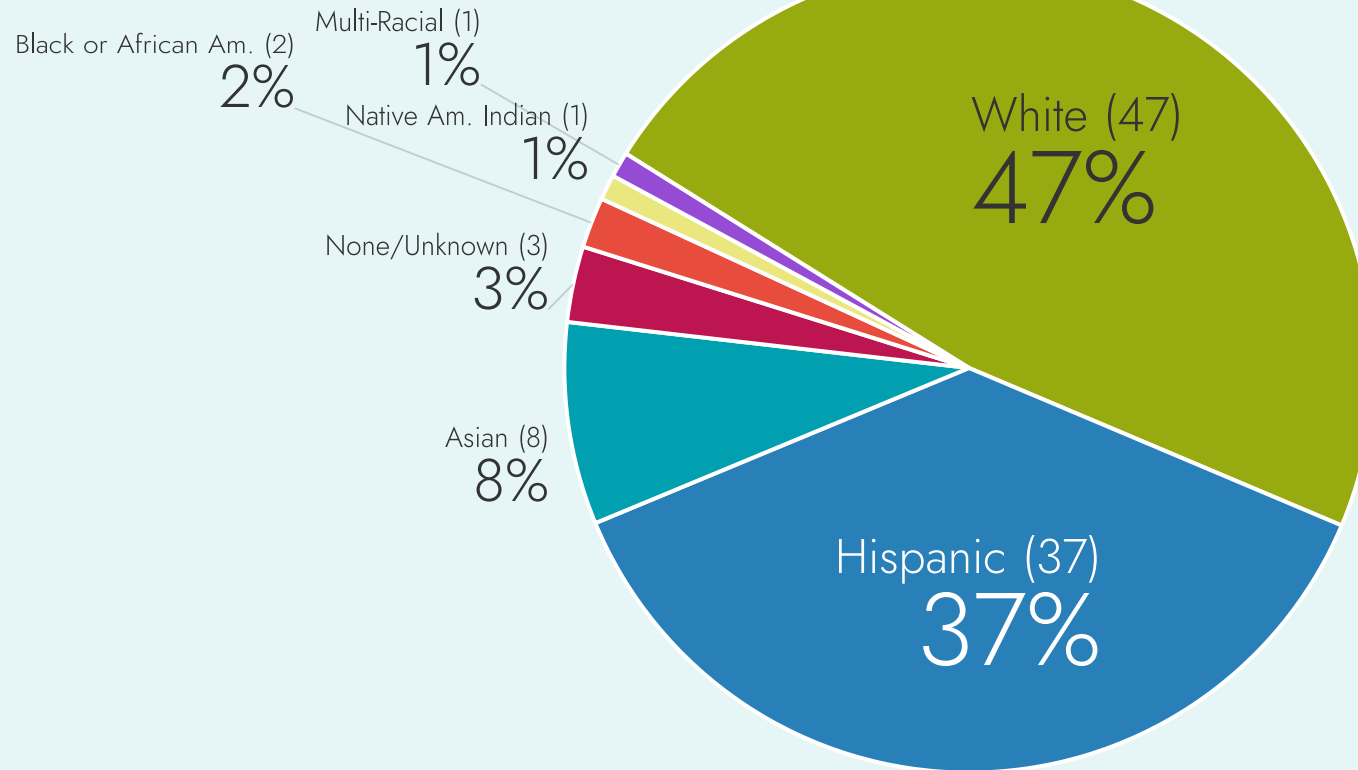


1122 Total Career Ed. Student Count for 2020-2021

Student Demographics

Fire/EMT Program 2021 - 2022

60% Male (31)
40% Female (21)



COLLEGE OF MARIN CREDIT STUDENT CHARACTERISTICS

Gender: Male 39% Female 60%;

Median Age: 23

Race/Ethnicity:

Asian: 487 (7%)

Black/African American: 207 (3%)

Hispanic: 1,985 (30%)

Multi-racial: 408 (6%)

Native American: 14 (0.2%)

Native Hawaiian/Pacific Islander: 13 (0.2%)

White: 3,211 (48%)

Increase in both Latinx and Women Students 5-6%

DUAL ENROLLMENT - EMR

Emergency Medical Responder (EMR)

- COM Career Education expanded sections included first ever summer EMT and dual enrollment offerings
- 16 Medical Careers Pathway **students enrolled** in an EMR dual enrollment course at **Novato High School (NHS)**
- 88% of students **successfully completing**
- 56% of students identified as **female**
- 56% identified as **students of color**



Program Outcomes

Fire/EMT Academic Year 2021 - 2022

Course Retention by Gender (%)

Fall 2021 - Spring 2022

- Female: **68%**
- Male: **68%**

Program Retention Overall:

68%

76% Retention Rate for past 3 years

Course Success by Class

Fall 2021 - Spring 2022

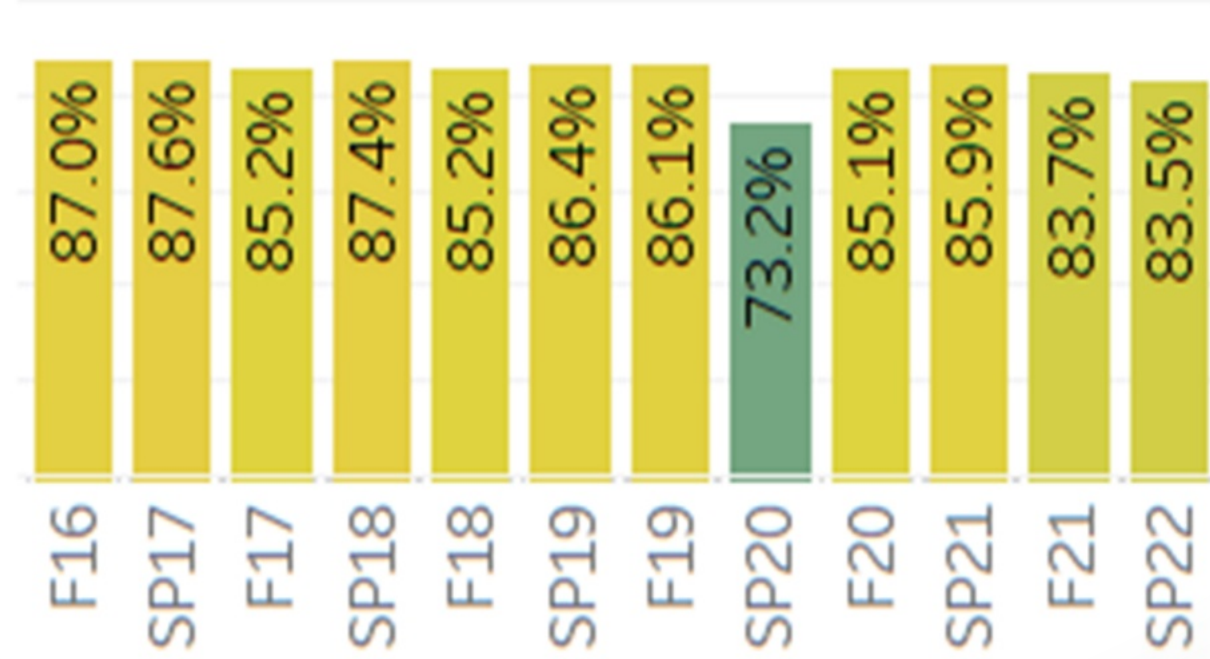
- FIRE112 - EMT I: **74.4%**
- FIRE120A - EMT Refresher A: **66.7%**
- FIRE 120B - EMT Refresher B: **90%**
- FIRE215 - Advanced First Aid/First Responder: **60%**

Overall success rate is:

73%

Student Success Fall 2016-Spring 2022

All Credit Courses



Student Success Fall 2016-Spring 2022

by Student Type

	First time	New transfer	Returning	Continuing	CCP
F16	87.4%	88.0%	89.5%	88.0%	95.2%
SP17	81.5%	87.6%	83.4%	89.0%	92.7%
F17	82.7%	86.8%	84.9%	87.4%	95.1%
SP18	77.4%	86.5%	85.1%	89.0%	93.5%
F18	82.2%	84.5%	87.2%	87.8%	91.8%
SP19	82.8%	85.9%	85.7%	88.4%	92.1%
F19	83.6%	86.1%	81.6%	88.4%	91.7%
SP20	67.4%	74.8%	71.7%	76.3%	81.0%
F20	82.1%	88.0%	84.1%	86.2%	92.9%
SP21	80.4%	82.2%	84.2%	87.9%	90.8%
F21	82.0%	84.3%	86.7%	86.4%	91.7%
SP22	78.0%	78.3%	76.1%	85.0%	90.6%

Thoughts and
Reactions?



Labor Market Information



Heather Rahman, Program Coordinator, Career Education

Does this seem true for the current climate of relevant occupations?

	Advisory Committee Responses	O*Net Online onetonline.org	Centers of Excellence https://coecc.net/	Industry Demand
Emergency Medical Technicians	Much higher wages, particularly following the pandemic	\$42K - 65K/year	\$55.5K/year (EMT and Paramedics)	Projected 1360 job openings per year thru 2028; 11% growth
Emergency Medical Responders; First Responders		\$36K/year	n/a	270 Projected annual job openings through 2028; 20% growth
Firefighters	Trained Firefighter and Paramedic: \$108,000 - \$200,000 annual income + benefits	\$97,240 Avg./year	\$86K/year	Projected annual job openings (2018 - 2028) 2,470; 4% growth
Paramedics		\$59K/year	n/a	249 job openings currently; Projected 1,360/year through 2028; 11% growth

Region includes Bay Area Counties

PRIORITIES AND CURRENT LANDSCAPE

Advisory Member Share Outs & Discussion



Staffing and Recruiting

- Where do you find your candidates?
- **What wages can be expected for entry level positions?**



Training & Professional Development

- What are the skills required? For which levels?
- Any emerging technology skills that should be considered?



Community Partnership & Impacts

- How should we best prepare our students to be qualified and competitive?



Needs and Priorities

- What are your current priorities and needs for hiring?



Other Key Items?

- What should we be aware of to support our future students?
- Potential technology, training, or emerging sectors?

In spring 2022 we asked you:

Questions and Discussion

Do you support our approach credit for prior learning approach to
Wildland Fire: Fire 255?

CREDIT FOR PRIOR LEARNING (CPL)

The What, Why, & How of accessing college credit for learning and experience you already have.

- **What is Credit for Prior Learning (CPL)?**

- Credit for Prior Learning (CPL) is college credit awarded for validated college-level skills and knowledge gained outside of a college classroom

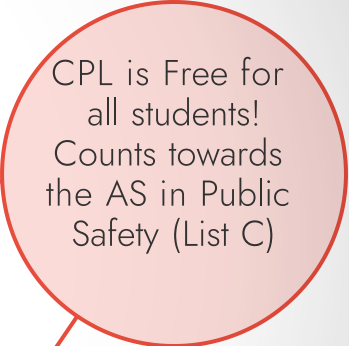
- **Why do this?**

- Students' may already have knowledge and skills might be gained through experiences such as military training, industry training and/or state/federal government training

- **We want to honor that**

- **How might this impact fire and public safety?**

- Wildland Fire Fighting Training and College of Marin -FIRE 255 (Wildland Fire, 1.5 units)



CPL is Free for all students!
Counts towards the AS in Public Safety (List C)

CPL: IMPORTANT FACTS

CONTACT: Dr. Alexander Jones, College of Marin Work Experience Faculty
arjones@marin.edu



Must be current or former student.



Must have an educational plan



A counselor can help you determine what is the best path for you.

F.I.R.E. Foundry Program

Chief Jason Weber & Angela Olmanson, Program
Administrator, Allied Health



FIRE
FOUNDRY

COLLEGE OF
MARIN



**Interested in a
career in fire
service?**



Program Requirements:

- 18 years or older
- Proof of employment eligibility
- High school diploma or GED
- English proficiency
- Interest in a career in or related to fire service.

Apply today!



firefoundry.org



Program Benefits:

- FREE courses at College of Marin - including materials
 - Emergency Medical Response (EMR)
 - Emergency Medical Technician Basics (EMT)
 - Other pre-requisites for Fire Academy
- Mentorship and unique opportunities to visit fire stations and learn from active fire fighters.
- Career pathway support - help engaging with, applying for, and completing fire academy. Once you graduate, we help prep you to apply for full-time jobs in fire service.
- Optional full/part-time job opportunities that help you to prepare for a career in fire service.



What is FIRE Foundry? A workforce development program focused on supporting underrepresented groups such as women and people of color to pursue careers in fire service.

Reach out to Sukh Singh with any questions - sukh@firefoundry.org

F.I.R.E Foundry Educational Pathways



PARAMEDIC



FIRE TECH



HEALTHCARE



DEGREE



STEAM



NEW COURSES

- Fire 110-Intro to Fire
- COUN 134
- Physical Education
- Fire 255-Wildland

- Work Experience
- EMR-FIRE 215
- EMT-FIRE 112

**Credit
for Prior
Learning**

Dedicated education day Mon 8am-1pm

Paid Seasonal Wildland Fire Training part time & full time option

CCNB & Marin Wildfire Prevention

Public Safety Degree


Strategizing how to message, market, and connect students to this degree.

Angela Olmanson, Program Administrator, Allied Health

A.A. Degree in **Public Safety**

Program Requirements: Total 18 Units Minimum

CORE MAJOR REQUIREMENTS

Course	Course Title	Units
FIRE 112	Emergency Medical Technician	7
FIRE 215	Advanced First Aid/First Responder	3
Total Units 10 + Student Chooses 8 Additional Units 		

How can we connect folks to this degree?

What effective recruitment strategies would you recommend?

Are there obstacles to participation?

Fire	Paramedic	Police
Wildland Fire	Work Experience	Work Experience
Work Experience	Medical Terminology I	Introduction to Administrative Justice
Medical Terminology I	Medical Terminology II	Community Oriented Policing and Problem Solving
Medical Terminology II	Nutrition	Introduction to Investigation
Human Biology	Human Biology	Introduction to Sociology
Chemistry/Human Environment	Chemistry/Human Environment	Modern Social Problems
Stress Management and Health	Stress Management and Health	Race & Ethnicity
Introduction to Sociology	Introduction to Sociology	Family/Intimate Relationships
Introduction to Sociology	Human Sexuality	Introduction to Psychology
Modern Social Problems	Gender & Society	Drugs & Psychology
Race & Ethnicity	Drugs & Psychology	Intercultural Communication
Family/Intimate Relationships	Intercultural Communication	Elementary Spanish
Introduction to Psychology	Elementary Spanish	
Drugs & Psychology		
Intercultural Communication		
Elementary Spanish		

We are hiring! Full Time Faculty, Tenure Track



Requirements:

- BA/BS and 2 years of professional experience or AA/AS and 6 years
- State Certifications for Firefighter I and II
- Valid Certification as California State Fire Training Instructor
- Background in Fire Suppression
- OR Equivalent.
- **Salary: \$68,288-\$117,363**
- **Schedule:** 10 month contract. 15 units of teaching plus additional professional obligations: committees, curriculum, partnership development!
- **Position closes October 25**

We are hiring! Full Time Faculty, Tenure Track



How you can support?

- Please share with your network
- Serve as a committee member
- First round interviews in early November
- Second and final round in late November early December
- Contact ARVarona@marin.edu if you are interested in serving and can attend all interviews and related meetings

Please Share Your Thoughts



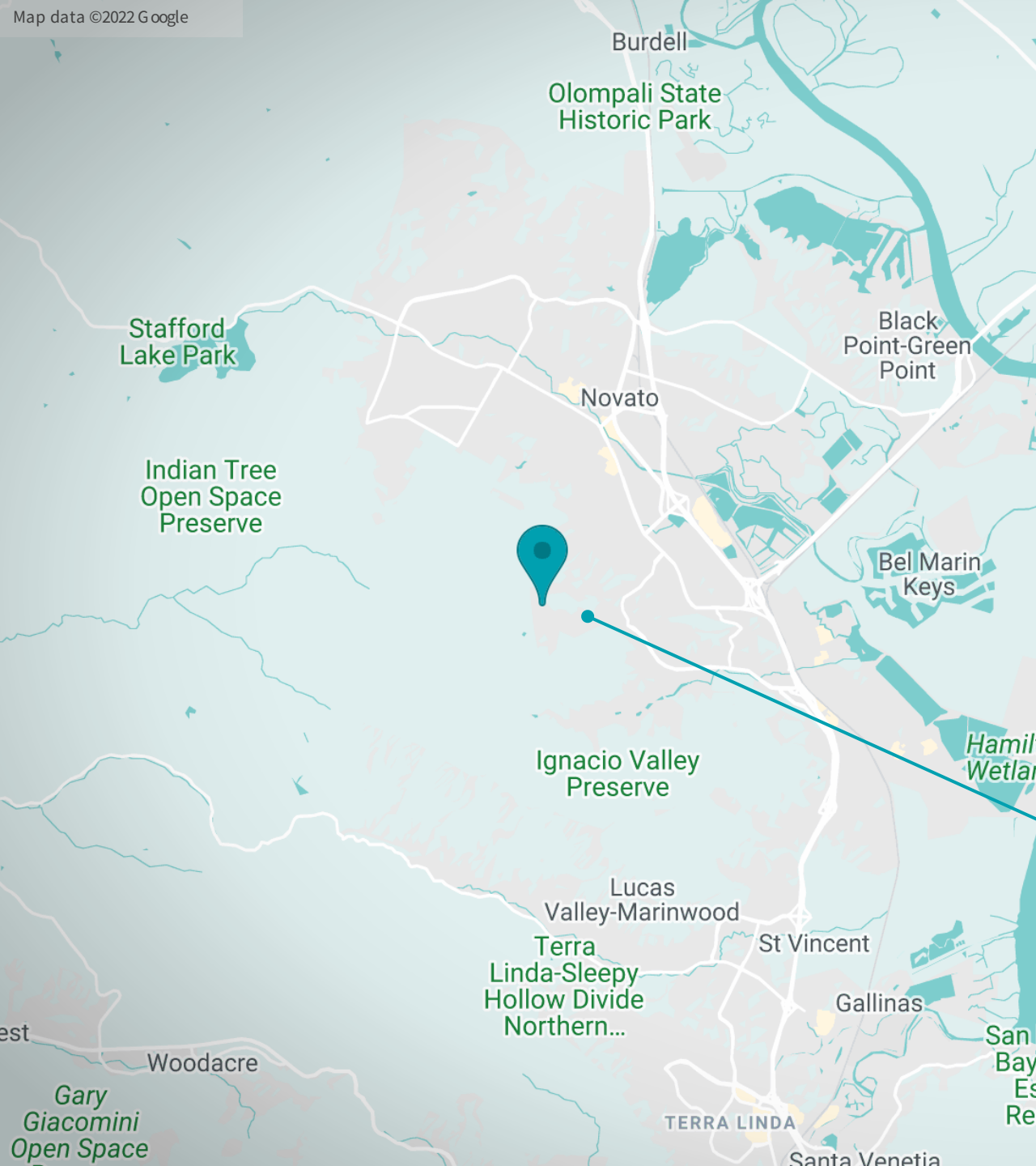
Where else should we advertise and/or recruit?

Summary/Wrap-up

Thoughts? **Questions?**

NEXT STEPS





Thank You!

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College of Marin, Indian Valley Campus