

**UNITING CLASSROOM AND CAREER FOR ALL:  
THE FUTURE OF WORK EXPERIENCE EDUCATION**



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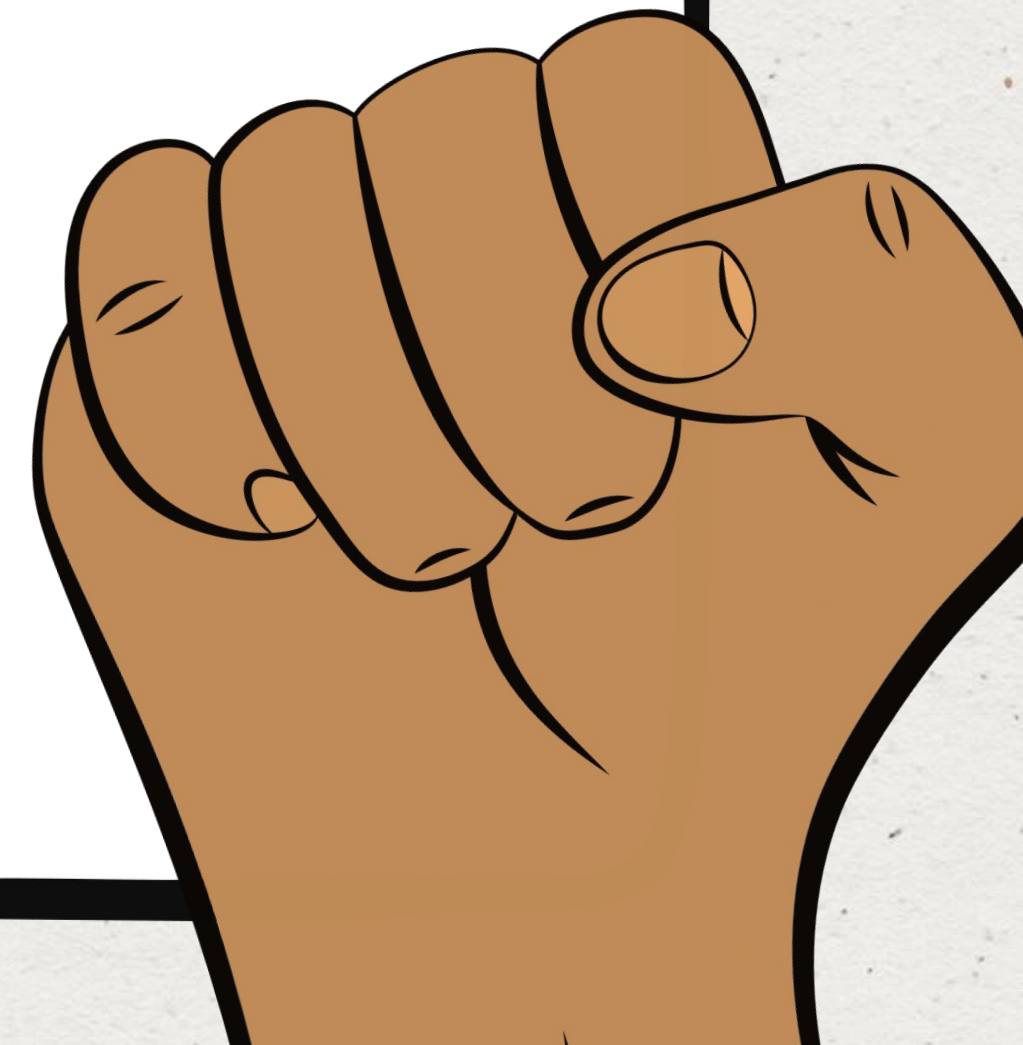


**WHO'S  
IN THE  
ROOM?**



## Roll call:

- WEE faculty & program
- Administrator
- Curriculum chair
- Classified Staff
- Curious bystander



# **FOUNDATION OF EXPERIENTIAL LEARNING**

**When choosing between two otherwise equally qualified candidates, employers deem having an internship with its organization or within its industry to be the most influential factor.**

(NACE's *Job Outlook 2022* report)

**“Work based learning is an educational strategy used to connect classroom instruction to careers by providing students with opportunities to reinforce and make relevant their classroom experiences”**

(The ASCCC, 2019 Work Based, p. 1)

**The purpose of work experience education is to provide students with an integrated instructional program that provides opportunities to connect academic curricula to applied experiential learning in the workplace.**

(Title 5 regulations 55250)



## ***CURRENT STATUS OF WORK EXPERIENCE***

Current Status of Work Experience  
***WHERE WE  
ARE NOW...***

Goals/Objectives already being met:

- Career development, exploration and advancement
- Earning units for documented learning
- Learning technical and professional skills
- Partnerships with employers/community

Aligns with:

- Vision for Success: Commitment 1: Focus relentlessly on students' end goals
- "Student's First Job Initiative: Student participation in work-based, experiential learning makes it easier to secure employment."

CCCCO Vice Chancellor's Update, April 19, 2023, CCCAOE Conference



- “Current regulatory revisions clarify and streamline, making needed changes to expand and simplify work experience education.
- Future work will shift to authentic learning and the role of work experience education across all programs and disciplines.”

***DRIVE FOR TITLE 5  
CHANGES -  
REIMAGINING WORK  
EXPERIENCE***



Source: Sandra Sanchez, Interim Vice Chancellor, Workforce & Economic Development at the CA Internship and Work Experience Confer



Drive For New Changes - From The

***PRACTITIONERS  
DRIVE FOR NEW  
CHANGES***

- **Archaic language**
  - “Cooperative”
  - No allowances for workplace and education movement into virtual
  - Non-credit not addressed
- **Contradicting language and confusing calculations**
  - 60/75 hours per unit
  - occupation/general/CTE only?
- **Overly complex processes hampering equity and access**
  - Paperwork, timing within/outside semesters

Drive For New Changes - From The

# **FACULTY DRIVE FOR NEW CHANGES**

\*Internship programs fall under the Fair Labor Standards Act (FLSA) with specific language and guidance that was updated in 2018

- Wording changed in 2018 that opened door to noncredit:
  - “The extent to which the internship is tied to the intern’s formal education program by **integrated coursework** or the receipt of **academic credit.**”

## ASCCC

- Senate Resolution – Fall 2017 calling for removal of barriers for noncredit work experience\*
- White Paper published – Spring 2019 looking at work experience/internship programs, opportunities, and role in education and the workforce
- Senate Resolution – Fall 2019 calling for updates to CWEE site visit alternatives guidance letter
- California Community Colleges Curriculum Committee, (5C) created workgroup including CIWEA, CCCAOE, ACCE, ASCCC, CIO, and CCCCCO reps
  - Opened up discussion to include more potential changes to Title 5



# **REGULATIONS ADOPTED AND FILED**

[Article 4.](#)  
[Work Experience](#)  
[Education](#)



**SCAN ME**

The work experience regulations were filed with the California Secretary of State on July 27, 2023, and became effective thirty days later, on August 26, 2023. Under the Board of Governors' regulations, **districts have one hundred and eighty (180) days from the effective date, or until February 22, 2024, to conform their policies and procedures to the regulatory requirements.** (See 5 Cal. Code Regs. § 52010.)






## Revisions Highlights

- Rename "Cooperative Work Experience" to "Work Experience Education (WEE)"
- Specifically permits **non-credit work experience education**
- Removes requirement for "Local Plan" and replaced with requirement for local board policy and procedures.
- Removes distinction between "Occupational" and "General" work experience
- Revises and simplifies credit hour calculation for work experience (**now 48-54 hours /1 unit varies by district**)
- Emphasis on economically disadvantaged students in paid work experience
- Clarifies record-keeping requirements; adds District reporting on DI participation and outcomes





## Implications

- 
- More flexibility—decisions made at District/local level
  - Programs may differ widely depending on each District's vision to meet the needs of their student population
  - Increased emphasis on serving DI population
  - Growth in number and type of WEE options within programs and curriculum (non-credit, apprenticeship, courses, etc)
  - Some simplification of program implementation and management
  - Future opportunities for expansion/revisioning of WEE role

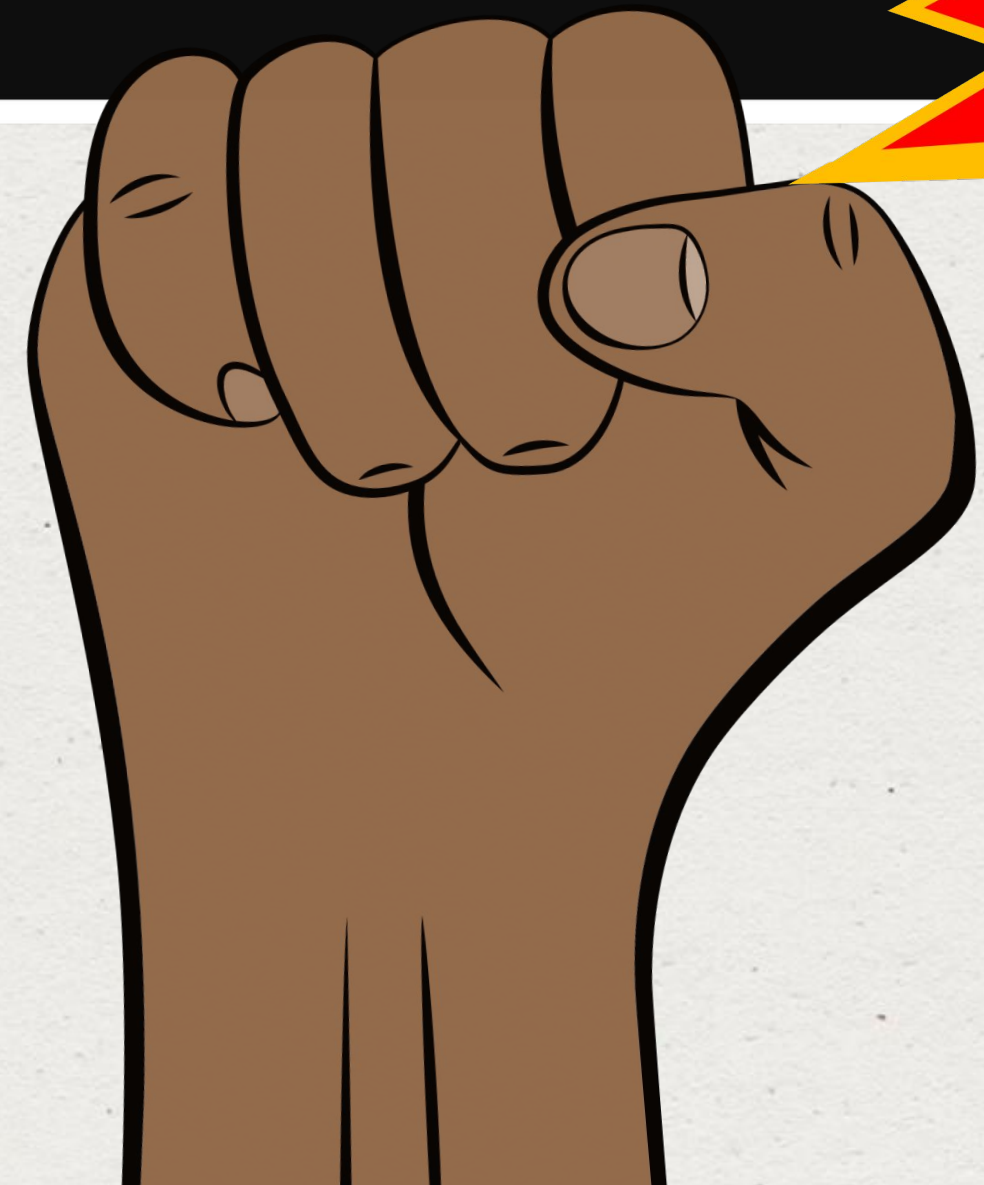




## Collect Information

- Review how policies are changed/updated in your District
  - The Board Policy is the first priority
  - Board Policies (BP) and Administrative Procedures (AP) should be aligned
  - Keep in mind policy vs. procedure
- Share Title 5 updates and new opportunities with stakeholders at your district
- Look at curriculum process/timeline
  - Mandated changes: Minimum hours for all types of WEE
- Look at workload/FTE for Work Experience in Faculty Contract
  - Title 5 is now mute on this

***SUGGESTED  
NEXT STEPS***





# ***CIWEA'S ROLE IN THE PROCESS***

- 4C Workgroup consultation
- Surveys to members/programs
- Webinars
- Recommended edits to wording/active readers for proposed revisions
- Presentations at Curriculum Institute
- Communication with the State Chancellor's Office
- Conference with presentation from CCCCCO
  - Formed Title 5 Workgroup

***5 YEARS OF  
WORK!***



## Goals:

- Focus on developing best practices/recommendations related to the pending Title 5 changes

## Membership/Thought Partners:

Practitioners, Administrators and Classified

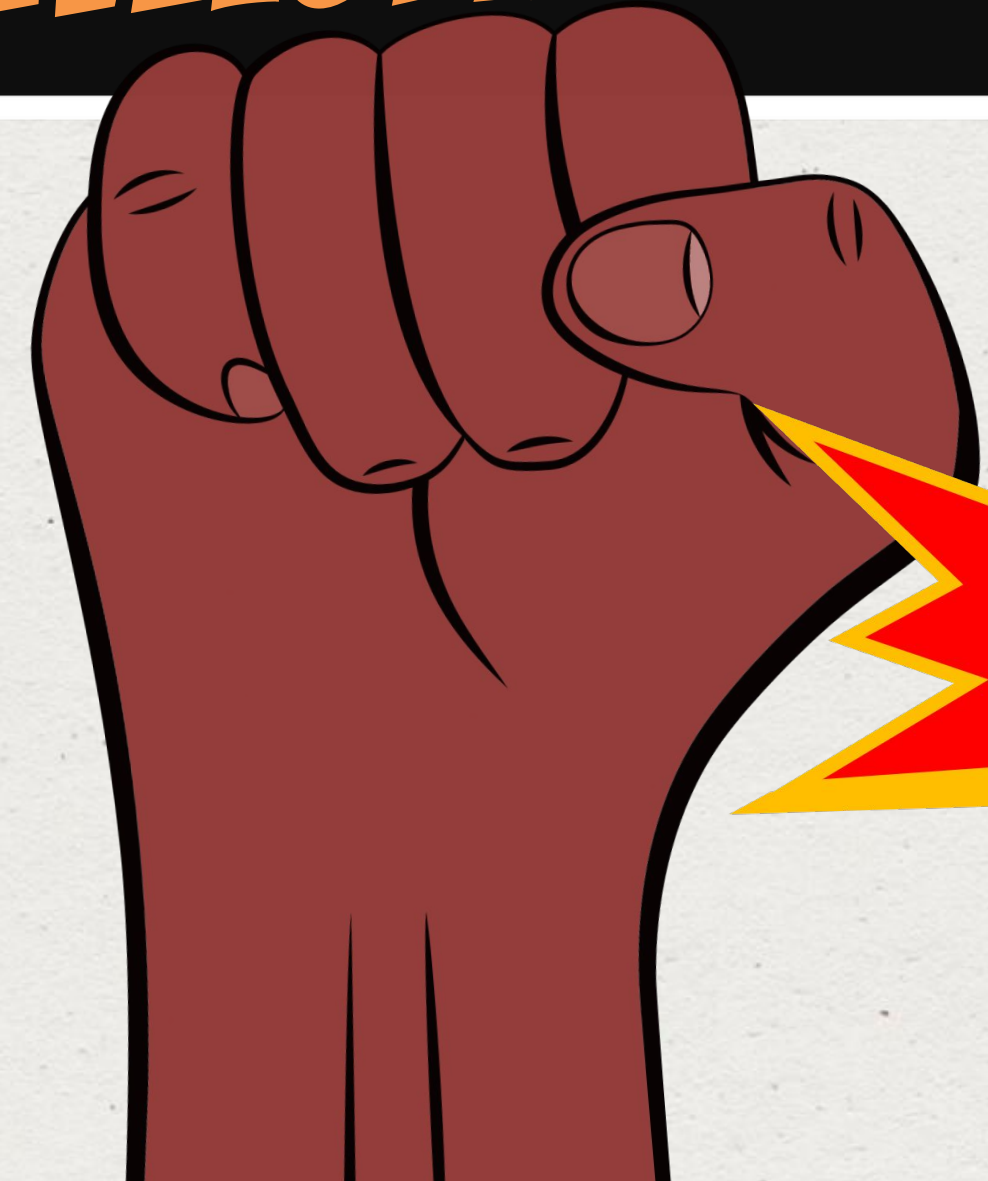
## Deliverables:

- Strategies for pre-implementation
- SME presentations
- Forecast
  - Feedback on CCCCCO Guidance
  - Publishing Best Practices around implementation to inform programs

**CIWEA TITLE 5**

**COMMITTEE**

**DEVELOPMENT**







# **DEVELOPMENT OF BEST PRACTICES**

CIWEA advocates for the practitioners and program who support students. We are the Subject Matter Experts who should guide the development of Best Practices.

- Course development/enhancement
  - Integrated courses
- Faculty disciplines and coordination
- Non-credit
- Apprenticeship
- Risk management
- Infusing/bolstering equity
- Employers/community partners
  - Change information gathering



# **AVAILABLE RESOURCES**



## CIWEA

- Members receive on-going updates, opportunities for input, support statewide representation and access to implementation toolkit and guidance from colleagues and the Board.
- Vision Resource Center Community - Work Experience Education

## Upcoming/Forecasted

- State Chancellor's Listserv

***DON'T WORRY...  
THERE IS HELP***



# **IMPORTANT LINKS**

## Revised Title 5

- [Final Revisions to Title 5, California Code of Regulations, Related to Work Experience Education.](#)

## Guidance

- <https://www.cccco.edu/-/media/CCCCO-Website/docs/memo/2023-08-29-work-experience-revisions-memo.pdf?la=en&hash=BF4C7BF4905DE15DC4BDADF56DB55992C07FAE72>

## Vision Resource Center Community - Work Experience Education

- <https://visionresourcecenter.cccco.edu/>

## State Chancellor's Listserv



***DON'T WORRY...  
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# HOW TO JOIN CIWEA

## COST

- Annual Membership is now from January 1st to December 31st.
- **\$85** for Individual Membership
- **\$255** for Organizational Membership (up to 10 people)

» **Perkins allowable!**

## MEMBERSHIP BENEFITS

- Discounted membership rate for the Annual Conference, regional one-day workshops, other events with affiliated partners.
- Network and share resources with colleagues across California.
- Receive CIWEA announcements, links to articles, social media posts and other ways to easily stay aware of current, relevant information
- Nominate students for annual Bernard L. Hyink scholarships
- Nominate outstanding companies and colleges for annual awards (i.e. Employer of the Year and College Program of the Year).
- Nominate and elect members of the Board of Directors.



***THANK  
YOU!***

**Don't forget to join!**



**SCAN ME**



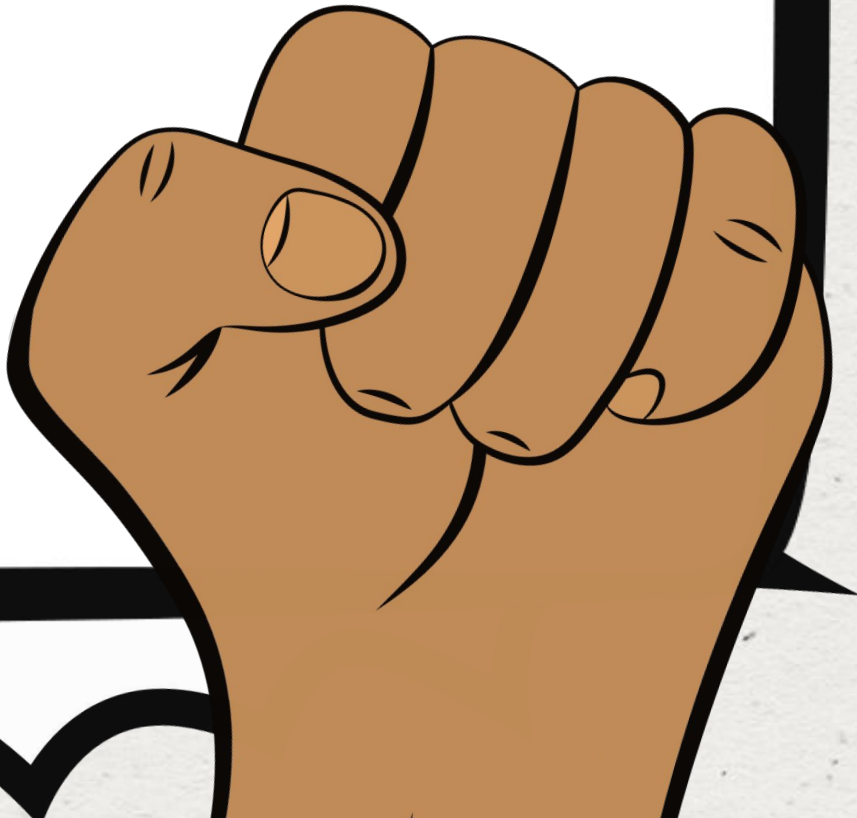


## Q & A: Straight from the State



**“180 Days”** - Is the expectation for colleges to show “progress towards” or *Full* implementation? Who defines “progress towards”? How do we document it?

### § 55252. Work Experience Education Documentation

- Apprenticeship
    - What are the changes for Apprenticeship Programs?
  - Employer Agreement
    - Does the Employer Agreement with each employer need to be signed before the first day of a Work Experience course or before the student begins their internship or work experience?
- 





## Q & A: Straight from the State

### § 55253. College Credit, Attendance Accounting, Course and Repetition

- Are Work Experience courses repeatable? What is the maximum number of units a student can earn from a Work Experience course? Can a single Work Experience course be repeatable? How many times? Any unit or term maximum per student?
- Can a student's work experience hours include work completed as part of a Work Experience lecture/lab? Is it whatever activity the program deems a part of the program or does the CCCCO have a preference/intent around exactly how/where participation hours take place?







## Q & A: Straight from the State

### § 55254. Records

- Are Work Site visits still required?

### § 58003.1. Full-time Equivalent Student; Computation of Units

- Non-Credit:

What determines completion of non-credit Work Experience course? Is it based on a specific industry requirement? competency of skill set? Completion of minimum hours?

Do non-credit WE courses need to be part of a non-credit certificate or can they be stand alone?

How is a term defined for non credit WE course? Can a non-credit WE be a true open enrollment?







## Q & A: Straight from the State



### § 58051. Method for Computing Full Time Equivalent Student (FTES)

- FTES

Why was the language stating that the student/instructor ratio of 125 students per full-time equivalent academic coordinator removed?

Does the CCCCO have any recommendations/guidelines for WEE loading?

