



# **Program Review - Overall Report**

2024 - 2027

Instructional: Construction Technology

## Overall Trends

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**Please add any relevant documents here.**

[College Retention 5 years.png](#);

[Construction Data 2024.docx](#);

[Construction Management Program Degrees and Certificate 2023.png](#);

[Construction Program 2023 Retention.png](#);

[Construction Program Retention 5 years.png](#);

[Construction Technology Degrees and Certificates 5 yr.png](#)

**What overall trends do you see in success, retention, program of study, educational planning, and awards over the past 3 or more years?**

The Construction Technology Program has an average success rate of 92.5% for the past 5 years. The college average rate in this area is 86.1% showing that the Construction Program is 6.4% above the college's success rate for these past 5 years. What also is encouraging is that the Hispanic/Latino population in the Construction Program averaged a success rate of 92.2% during this time period. This is also above the college average by 7.2 percentage points. This area of our student population is one the main target areas for the Norco College 2024-2025 Student Equity Plan.

## Disaggregated Student Subgroups

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**Look at the disaggregated student subgroups in success, retention, program of study, educational planning, and awards for your area. Are there any equity gaps that you will address in the next 3 years?**

From a review of the 5 year average, the retention rate for Males was 92.5%. The breakdown of African American (90.6%), Asian (89.8%), Hispanic (92.2%), and White (93.9%) was remarkably consistant.

For Females, the retention rate was 92.6%. The breakdown of African American (92.5%), Asian (83:3%), Hispanic (91.0%), and White (100%) was substantially consistant with their Male counter part.

The lower value of the Asia results (both male and females) could be (from my own personal observation of teaching the majority of these classes) that many of these students were learning the English language as they were taking these classes.

**If there are any concerning trends over the past 3 or more years, or if equity gaps exist, what is your action plan to address them?**

No, these were mostly above the college averages for the same time period.

**Please add any relevant documents here.**

[College Retention 5 years.png](#);

[Construction Program Retention 5 years.png](#)

## Overall Trends

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**Please add any relevant documents here.**

**What overall trends do you see in success, retention, program of study, educational planning, and awards over the past 3 or more years?**

This past year the Construction Technology Program and the Construction Management Program was instructed by the administration to modify the frequency of our course offering for each semester to increase enrollment.

To provide a background for this change I would like to explain that the Construciton Program for many years was providing the required core courses on a two year cycle. Since all classe offerings were face to face and all classes

## Data Review

were evening classes meeting only on Monday, Tuesday, Wednesday, and Thursday, students could only sign up for a maximum of 4 classes per semester.

The two year cycle worked well with this arrangement. Students could take the 30 unit requirement for the certificate comfortably over a two year period. But this arrangement mandated them to closely adhere to taking the classes when they were offered.

When Covid hit and all of our courses were mandated to be online, we were able modify after the first year a one year cycle for all of our courses. This provided the opportunity to expand the offering so that a student could take more than the 4 face to face classes previously offered. This resulted in being able to complete our program in 1 year.

Once Covid was over, we began offering face to face classes once again. These resulted in very low enrollments. The apparent reason for this was the advantage for the students to continue the online learning. This is not unique to just our program.

Our program is directed to and attracts working adults (age range between 25 and 40), usually with families. Many work construction jobs and have long commutes to get to and come from work. Getting to the college at 4:30 to 6:30 p.m. on the local freeways is very challenging. These conditions make online learning highly appealing to this population.

Having stated this as background information, the current two year schedule (see attached document) has returned to a 2 year cycle with some exceptions. We now share courses with the Construction Management Certificate curriculum. It has been noted that these shared courses appear to have high enrollments. These are being offered on a 1 year cycle and appear to have satisfactory enrollments.

The other courses not shared are now on a two year rotation (meaning that if the student doesn't take the course when offered, it will be another two years before they will have opportunity to complete it). This is new to most of our students, so some are struggling with it.

However, with the balance of online and face to face classes reflected in the attached 2 year schedule, our enrollments for Spring of 2026 average over 30 students in each class!! So I believe after some difficult decisions that we are seeing some very encouraging results!

## Disaggregated Student Subgroups

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**Look at the disaggregated student subgroups in success, retention, program of study, educational planning, and awards for your area. Are there any equity gaps that you will address in the next 3 years?**

**If there are any concerning trends over the past 3 or more years, or if equity gaps exist, what is your action plan to address them?**

**Please add any relevant documents here.**

# Program/Unit Goals

## Increasing Access, Enrollment, & Certificates and Degrees

### Program/Unit Goal

Increase Student Access, Increase Enrollment, Increase completion of degrees and certificates

### Goal Cycle

2024 - 2027

### What are you doing now in support of this goal?

We are using both the Online and Face to Face Classes to help our existing Construction Technology students finish the 30 unit certificate program.

We have constructed a 2-year schedule in which a student can choose to complete their remaining units either online or F2F.

For those just starting the program, the 2-year schedule provides a means to complete the entire program either F2F or Online or both.

### What are your plans (3-year) regarding this goal?

Regarding Increasing Student Access, we are developing and providing a 2 year schedule of our course offerings which can accommodate both working students who have day-time jobs and regular full-time students. The offerings will be designed to offer a F2F student or an Online student with a opportunity to complete the entire curriculum in either a F2F setting or an Online opportunity.

Regarding Increasing Enrollment, we are seeking to reach potential students by informing the counseling staff of the college of our program. By informing the counselors of what occupations and jobs are available in the Construction Industry and the robust salaries of those occupations we hope to attract students.

We are planning to encourage and enable students to enroll in the Con 60 class (the Introduction to Construction) by offering this class during the mid-afternoon. This would hopefully attract high school students. This class is an excellent platform to showcase the variety of jobs, careers, and professions that construction has to offer.

Other avenues for advertising the program will be used, including things like the CTE Fair and other outreach events. The recent Industry Partners Annual Breakfast was well attended and those coming for the Construction Program appeared to be highly interested in supporting the program.

Regarding Seeking to Increase the numbers of certificates and degrees our plan is to more systematically inform students during the year of how to apply for the Construction Certificate and/or A.S. Degree. We have in the past by had counseling staff come to our classes and provide this information to the students.

### Please add any relevant documents here.

[College Retention 5 years.png](#);

[Construction Program Retention 5 years.png](#)

### Mapping

Educational Master Plan (2020-2025): *undefined*

- **2025 Objective 1.3 (Student Services):** Expand enrollment with strategic groups (Dual Enrollment, International, Online, California Rehabilitation Center, Veterans, etc.) (✓)
- **2025 Objective 2.1 - KPI 4 (Academic Affairs):** Increase number of degrees completed by 15% annually (✓)
- **2025 Objective 2.2 - KPI 5 (Academic Affairs):** Increase number of certificates completely by 15% annually (✓)
- **2025 Objective 3.2 - KPI 9 (Student Services):** Reduce the equity gap for Latinx students by 40% (✓)
- **2030 Goal 1: Access:** Expand college access by increasing both headcount and FTES (✓)
- **2030 Goal 2: Success:** Implement Guided Pathways framework. (✓)

# Program/Unit Goals

## Outreach and Partnerships

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### Program/Unit Goal

Pursue, develop, and sustain collaborative partnerships

### Goal Cycle

#### What are you doing now in support of this goal?

We have in the past had industry support and communication from Suppliers (i.e Simpson Strong Tie Hardware), the ICC (International Code Council), CSI (Construction Specification Institute), IAPMO (International Association of Plumbing and Mechanical Officials), Architectural firms, building departments, and Contractors. They have been guest speakers and we have had opportunity to have field trips to ICC Chapter meetings, modular home factories, and construction sites.

#### What are your plans (3-year) regarding this goal?

The goal would be to re-establish contact with the above mentioned industries and companies. Invite industry partners to be guest lecturers. Join and/or visit professional organizations (i.e. ICC, CSI, and General Contractors)

**Please add any relevant documents here.**

### Mapping

Educational Master Plan (2020-2025): undefined

- **2025 Objective 7.2 (Academic Senate):** Develop Career & Technical Education programs and industry credentials related to regional needs (✓)
- **2030 Goal 7: Programs:** Become the regional college of choice by offering a comprehensive range of programs that prepare students for the future and meet employer workforce needs. (✓)

## Expanding Access to Remote Locations

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### Program/Unit Goal

Providing information to construction professionals living in remote locations throughout the Continental United States.

### Goal Cycle

#### What are you doing now in support of this goal?

The mission of the Construction Technology program is to provide the construction industry with the information about the construction codes, general materials and methods of construction.

This would target designers, building departments, contractors, and those in the trades and provide them with the most current and relevant industry standards and information.

This could also help and enhance construction professionals in remote areas of the country that have no direct access to the community college system.

#### What are your plans (3-year) regarding this goal?

Using the Online platform this program could easily be a valuable asset to those builders, inspectors, designers, tradespersons, and homeowners in remote locations.

**Please add any relevant documents here.**

### Mapping

Educational Master Plan (2020-2025): undefined

- **2025 Objective 1.3 (Student Services):** Expand enrollment with strategic groups (Dual Enrollment, International, Online, California Rehabilitation Center, Veterans, etc.) (✓)
- **2025 Objective 6.2 (Planning and Development):** Contribute to regional economic and workforce development by creating and expanding relationships with business and civic organizations (✓)

## Program/Unit Goals

- **2025 Objective 7.2 (Academic Senate):** Develop Career & Technical Education programs and industry credentials related to regional needs (✓)
- **2025 Objective 7.3 (Academic Senate):** Develop and implement plan for noncredit and noncredit-enhanced programming (✓)

### Increasing High School enrollment

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#### Program/Unit Goal

Increasing enrollment from local High Schools

#### Goal Cycle

#### What are you doing now in support of this goal?

We do reach some of the students from JFK and other local high schools, but we are looking to do outreach efforts to find and reach those students that might be interested in construction.

#### What are your plans (3-year) regarding this goal?

Begin expanding some of the more generic classes at time when JFK students can attend. The most logical course would be the Introduction to Construction class. This class is currently offered in a number of other high schools for credit through an articulation agreement so having the class at a time when student from JFK could attend would be the target.

**Please add any relevant documents here.**

#### Mapping

Educational Master Plan (2020-2025): undefined

- **2025 Objective 1.2 - KPI 2 (Student Services):** Go from 14,624 headcount to 16,581 total headcount (✓)
- **2025 Objective 1.4 - KPI 3 (Student Services):** Increase capture rates from feeder high schools by 4% annually (✓)
- **2025 Objective 2.1 - KPI 4 (Academic Affairs):** Increase number of degrees completed by 15% annually (✓)
- **2025 Objective 2.2 - KPI 5 (Academic Affairs):** Increase number of certificates completely by 15% annually (✓)
- **2030 Goal 1: Access:** Expand college access by increasing both headcount and FTES (✓)

## Curriculum

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**Are all your courses current (within four years)?**

Yes

**What percentage of your courses are out of date?**

0%

**If you have courses that are not current, are they in the curriculum process?**

Yes

**For out of date courses that are not already in progress of updating, what is your plan?**

**Do you have proposals in progress for all the DE courses you intend to file?**

No

**Do you require help to get your courses up to date?**

Yes

**Please add any relevant documents here.**

## Credit for Prior Learning

## Equity Related Professional Development Questions

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**1. Which equity-related professional development trainings have members of your area participated in to improve student learning, student support, and/or college support?**

I have participated and completed an equity training through the Distant Education program.

**2. What knowledge or skills/techniques have members in your area implemented from these trainings and what changes have you seen?**

We have a very diverse student population with the Hispanic students being our largest group and well above average relative to the college numbers. The knowledge and skills acquired from the training above have increased my awareness of the diversity of our student population and some similarities, but also some different needs as to the presentation of the course material.

**3. What additional equity-related professional development/trainings do you seek to better support your area?**

None at this time

**Please add any relevant documents here.**

# Assessment

## Final Exam - selected questions for Program Review items

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**Date**

03/16/2024

**Observation****What did you notice?**

This has not been able to be performed, but will be part of our assessment for this year

**Course(s)**

Con 60, Con 63, Con 67, Con 68, Con 71, and Con 72

**SLO(s)**

To be determined at time of Final Exam

**Discussion/Analysis**

To be analyzed at a later time

**Please paste any relevant screenshots here.**

We are restructuring our Program Review and Assessment as time permits.

**Please add any relevant documents here.**

# Resource Requests

## Resource Request

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**What resources do we already have?**

na

**Potential Funding Source(s)**

GRANT: PACES Title V HSI

Other/None

**What resources do you need?**

none

**Request related to EMP goal or Assessment?**

**\$ Amount Requested**

0

**Resource Type**

FACULTY: Professional Development

**The evidence to support this request can be found in:**

Program/Unit Goals

**This request for my area is Priority #:**

1

## Professional Development Activity Funding Request Application

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**Attendee and Activity Information**

**Has this professional development request been discussed and approved by your department chair?**

No

**Date of Request**

**Activity Date(s)**

**Attendee Name**

**Position**

**Discipline**

**Name of Activity and Organization/Sponsor**

**Link to Activity Website**

**Location**

**City, State**

**Have you sought any other co-sponsorship (other internal and/or external funding)?**

**If yes, list source and total dollar amount.**

## Faculty Professional Development Requests

### Estimated Costs (\$)

#### Registration

What is included with Registration?

Air Travel or Mileage (65.5 cents/mile)

Hotel (tax included)

Airport Parking

Ground Transportation

Meals (\$75/day maximum)

Hotel Parking

Incidentals

Total Costs

### Justification for Funding Request

Select the categories of professional development that best support your request. (Check all that apply)

Briefly describe the objective of the activity and how it will benefit you and the work you do for the college. If this activity aligns with the objectives of any special programs, grants, or plans (e.g., Equity, AB 705, Guided Pathways, STEM, etc.) please explain.

How do you plan to share the information gained from the activity to your department/division? See "Dissemination Plan Ideas" document for ways to disseminate information and check all that apply.

Briefly explain your selection above.

Is there anything else you would like to add?

### Approve and Submit

Proof of approval is uploaded, ready to submit?

Please upload proof of approval for travel from your department chair or Dean.

## For Administrative Use Only

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Funding Status

Notes

## Faculty Hiring Resource Requests

## Program Review Reflections

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**What would make program review meaningful and relevant for your unit?**

I had some problems using a PC. My Mac seemed to work better for me.

**What questions do we need to ask to understand your program plans, goals, needs?**

None at this time

**What types of data do you need to support your program plans, goals, needs?**

The Data provided was sufficient.

**If there are any supporting documents you would like to attach, please attach them here.**

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[Construction Data 2024.docx](#);

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[Construction Program 2023 Retention.png](#);

[Construction Program Retention 5 years.png](#);

[Construction Technology Degrees and Certificates 5 yr.png](#)

## Submission

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**All parts of my Program Review have been completed and it is ready for review.**

Yes

## Program Review Reflections

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**What would make program review meaningful and relevant for your unit?**

**What questions do we need to ask to understand your program plans, goals, needs?**

**What types of data do you need to support your program plans, goals, needs?**

**If there are any supporting documents you would like to attach, please attach them here.**

## Submission

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**All parts of my Program Review have been completed and it is ready for review.**

Yes