

## LPC Mission Statement

Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting lifelong learning.

## LPC Planning Priorities

- ❖ Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.
- ❖ Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.
- ❖ Establish a knowledge base and appreciation for health and wellness in the workplace; create a sense of urgency about wellness; prioritize wellness in decision-making, assessment, and accountability; and build capacity to support wellness.

## CTE Committee 2025-2026

\* = *In attendance*

### Committee Co-Chairs

Vicki Shipman\*

Melissa Korber\*

### Voting Members

Traci Peterson, Academic Services  
Nan Ho, VP Academic Services  
Rajinder Samra, Director RPIE\*  
Lilibeth Juarez, Classified A&H\*  
Anne Kennedy, Classified BSSL\*  
Maria Eastwood, Classified PATH  
Jean O'Neil-Opipari, Classified STEM\*  
Kristi Vanderhoof, Classified SS\*  
Cindy Rosefield, Faculty A&H\*  
Lyndale Garner, Faculty BSSL  
Jeffrey Weichert, Faculty STEM  
George Freelen, Faculty PATH  
Jill Oliveira, Faculty SS  
Beheshta Qaderi, LPCSG

### Non-Voting Members

Paula Checchi, Dean STEM\*  
Mike McQuiston, Dean PATH

Voting Members = 13    Quorum = 8

[Career Technical Education Committee](#)

## Agenda Items

1. **Welcome/Call to Order**
2. **Public Comment**
3. **Review and Approval of Agenda, 10/28/25 - No Quorum**
4. **Review and Approval of Minutes, 9/23/25 - No Quorum**
5. **Presentation: Comprehensive Local Needs Assessment Consulting Firm –Pathway 2 Careers (Proposal Attached); [Presentation Recording](#)**
6. **CTE Curriculum – Melissa Korber**
  - CTE Curriculum Report
    - Credit
    - Noncredit
    - Apprenticeships - ECE Program CAI Grant Application

Attachments: Curriculum
7. **CTE Funding – Vicki Shipman**
  - Perkins
  - Strong Workforce Program
8. **CTE Outreach – Anne Kennedy, Lilibeth Juarez**
  - Outreach Report

Attachment: Outreach Report
9. **Career & Employment Center – Kristi Vanderhoof**
  - Career Center Report

Attachment: Career Center Report

## 10. Other Business

## 11. Good of the Order

## Adjournment

**Next Regular Meeting:** January 27, 2026

# Proposal



Prepared for:  
**Chabot-Las Positas Community College District**  
Proposal issued:  
**October 14, 2025**

Proposal valid through:  
**November 20, 2025**



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## A Powerful Partner for Career and Technical Education

The role of Career and Technical Education is growing in communities across the country. The dire need for skilled workers in a host of industries has become a nationwide crisis. However, opportunities also spring forth from the need, as Career Pathways, skill-based hiring, and accelerated talent pipelines from classroom to career have all moved to the forefront of solutions.

**At Pathway2Careers, we believe we can transform not only the future prosperity of individual students, but also the economies of whole communities when education meets opportunities for meaningful employment.**

The reauthorization of the Carl B. Perkins Act (Perkins V) couldn't have come at a more important time. The Comprehensive Local Needs Assessment that is now a requirement of Perkins V places education partners (K-12 and Higher Education) at the forefront of a community's talent development and economic development when educational programs are well aligned to the needs of local business and industry.

That is the opportunity that lies before the communities that comprise the Chabot-Las Positas Community College District. The following proposal seeks to build on the strong foundation laid forth in its 2024 Comprehensive Local Needs Assessment and go to the next level, developing a deeper understanding of the needs of key stakeholders and mobilizing cross-sector partners toward collective action.

We look forward to coming alongside CLPCCD in its work to connect students with high-value careers in their region, using community college programs to build bridges to opportunities.

On behalf of the entire P2C team, we look forward to partnering with you.



Dr. Joseph Goins  
CEO | Founder

## Our Proposal

Cultivating strong, connected pipelines of workforce talent for industry and career pathways for students rides on intentionality in engaging and mobilizing cross-sector partnerships across the talent development continuum: K-12, higher education, workforce development, and industry.

Shared vision for regional change happens when partners bring their unique perspectives together to identify shared goals and set priorities. Then, they are positioned to share ownership of implementation and bring their respective resources to the table to achieve those goals.

The Pathway2Careers' team brings years of experience to the table to come alongside communities and regions in harnessing community wisdom, voice, and decision-making on key priorities, while uniting educators and employers as partners in the development of regional talent pipelines.

When educators and employers work in strong partnerships, students benefit from maximum opportunities to stay in their home communities and contribute to regional economies. And, when talent pipelines are fully connected and can be quantified, economic developers have the assets they need to help attract new businesses and new opportunities to the region.

## Comprehensive Local Needs Assessment

To support CLPCCD in developing its CLNA, our approach includes:

1. Project Management
  - Establish Project Team with P2C, CLPCCD leaders, researchers, and staff
  - Determine timeline for activities and deliverables
  - Determine shared responsibilities for outreach, meeting planning, data gathering, etc.
  - Establish regular meeting schedule for tracking progress towards project milestones
  - Project Close Report
2. Stakeholder Surveys, Focus Groups, and Analysis
  - Leverage findings from the 2024 CLNA to evaluate key opportunities/barriers to attraction, retention, and completion, including dual enrollment, by surveying:
    - Current students, with indicators for special populations
    - Secondary students, with indicators for special populations
    - College faculty, staff, and counselors
    - K-12 administrators and counselors
    - Community-based organizations (libraries, career services, parent ambassadors)
3. Employer Needs Assessment:
  - Gather demographic information about employer survey participants, including hardest-to-fill jobs and reasons they have trouble finding qualified talent

- Identify needs and gaps in five domains of knowledge, skills, and abilities: Technical; Math; Reading, Writing, and Language; Employability; and Digital Literacy.
  - Understand credentials of value and experience of value
  - Explore possibilities for Work-Based Learning opportunities, including clinical placements
4. Labor Market Analysis of Job Market Trends for Every Career Pathway:
- Employment and wage data for target occupations and priority industries
  - Employment projections for occupations related to each Cluster and Subcluster
  - Skills profiles based on an analysis of relevant regional job postings
  - Profiles of the region's economic development priorities and the relationships of those sectors with the target occupations and pathways
  - Educational data, including secondary-level CTE enrollment and participation, and postsecondary award trends
  - Sources will include:
    - The United States Census Bureau
    - The United States Bureau of Economic Analysis
    - Lightcast Job Postings Database
    - Regional economic development organizations
    - Local and regional employers, as well as chambers of commerce, as needed
  - Sustainable platform for sharing high-wage, in-demand, and growing occupations for educators and students, as well as regional Career Pathway maps by Cluster
5. Stakeholder Convenings
- The distillation of qualitative and quantitative data in the Labor Market Analyses, Employer Needs Assessment, and stakeholder surveys will set the foundation for cross-sector, data-driven, facilitated conversations to identify most significant barriers, review programmatic changes, set priorities, establish partnerships, and secure commitments
  - The revised analyses will include a key findings summary by program area, including the designation of high-value occupations, industries, and skills, as well as gaps and disparities in current talent pipelines for priority occupations and pathways (over- or underproduction of talent in relevant areas).
  - Stakeholders include:
    - Secondary stakeholders
      - Teachers, career guidance counselors, and academic counselors
      - Principals, school leaders, and other administrators
      - Specialized instructional support personnel and paraprofessionals
    - Postsecondary stakeholders
      - Faculty and administration from colleges and universities
      - Representatives from Career and Technical Education programs
    - Students and parents
      - Students, parents, and guardians
    - Workforce Development

- State board or local workforce development board
    - Local or regional businesses and industries
  - Special populations
    - Representatives of special populations as defined by federal and state guidelines
    - Representatives of agencies serving out-of-school youth, homeless children, and at-risk youth
    - Indian Tribes and Tribal organizations, where applicable
6. CLNA Required Institutional Metrics
    - Work with both college's institutional research departments to assess internal data files and generate required metrics for core indicators for reporting
    - Define areas of progress or in need of further action
    - Make recommendations based on research findings and priorities set by the Stakeholder Convenings
  7. Completed Draft and Finalizing of the Comprehensive Local Needs Assessment
    - All required elements will be combined into draft document for review by CLPCCD's leadership
    - Completed CLNA delivered to Project Team

## The Team

**Trevor Stokes**, Vice President of Career Readiness, is making the world of work understandable, accessible, and manageable. He serves as Vice President of Career Readiness providing consultation and support for:

- Workforce policy
- Labor market analysis
- Career pathways design and development
- Economic development strategy
- Industry sector partnerships

Before joining Pathway2Careers, Trevor was the President and CEO of Partnership for Workforce Innovation (PWI), a workforce and economic development thought-leader. PWI provided comprehensive, detailed analysis of authoritative labor market and demographic data to help policymakers, economic developers, workforce developers, and educational leaders work collaboratively to build comprehensive career and talent pathways to support key businesses and industries and drive economic development. PWI was acquired by Pathway2Careers in 2023.

Additionally, Trevor served for five years as the Workforce Programs Manager for the Governor's Office of Economic Opportunity, Arizona's labor market information and workforce policy hub. His extensive background in economic research and labor market analysis includes more than 350 regional labor market studies conducted for school districts, economic development organizations and workforce boards across the country.

Before coming to Arizona, Trevor provided leadership to some of the country's most innovative and successful career-driven education and workforce development initiatives, including Go Build Alabama, Florida Ready to Work, and the New Mexico Comprehensive Local Needs Analysis for Perkins V.

**Tracey Bryan**, Vice President of Workforce Partnerships, uses her broad experience with the full talent development continuum (K-12, higher education, workforce service providers, business and industry associations, and mission-related nonprofits and foundations) to help communities and states construct seamless talent pipelines to careers in industries vital to economic development.

Prior to joining Pathway2Careers, Tracey was the President/CEO of The Bridge of Southern New Mexico, one of the state's most successful collective impact initiatives, focused specifically on increasing high school and college completion and building the skilled and ready workforce needed to spur economic growth.

Tracey authored the state's first-ever workforce development plan aligned to economic development targets and then mobilized a network of partners to implement the plan and mobilize \$55 million in resources to support their work. This precedent-setting work led to Tracey's selection to the US Chamber of Commerce Foundation's Business Leads Elite Cohort and her former appointment as chair of the New Mexico State Workforce Board.



## Project Scope & Quote

In summary, the Pathway2Careers Team proposes the following activities to take place between contract execution and May 2026:

Project Management

Labor Market Analysis and Digital Platform

Employer Needs Assessment

Stakeholder Surveys & Analysis

Stakeholder Convenings (4) – 2 External/2 Internal (Includes Onsite Travel Costs)

CLNA Required Institutional Metrics

Completed and Finalized CLNA Draft

|              |                    |
|--------------|--------------------|
| <b>TOTAL</b> | <b>\$77,250.00</b> |
|--------------|--------------------|

**Breakdown By College:**

|                     |             |
|---------------------|-------------|
| Las Positas College | \$38,625.00 |
|---------------------|-------------|

|                |             |
|----------------|-------------|
| Chabot College | \$38,625.00 |
|----------------|-------------|

Payment Schedule:

Upon Contract Execution: \$38,625.00

April 2026 Upon Contract Completion: \$38,625.00

## **Curriculum Report for CTE Committee Meeting on November 25, 2025**

Since our last meeting, the Curriculum Committee has met two times, on Nov. 3 and Nov. 17, 2025.

- On Nov. 3, the Curriculum Committee
  - Approved three new programs:
    - Automotive Concepts (Noncredit)
    - Automotive Master (Noncredit)
    - Elementary Teacher Integrated Programs (AA-T) and deactivated the former AA-T
  - Deactivated Math AS-T
  - Approved modifications to five AA degrees in Liberal Arts & Sciences
- On Nov. 17, the Curriculum Committee will vote on
  - New Program: Mathematics 2.0, AS-T
  - Program Deactivations: Company Officer and Fire Officer Leadership and Management
  - CCP 1040: Renaming and amending the policy 1040 Associate Degree General Education (ADGE)

# Career Center Report, CTE Committee, 11.25.25

## Previous events:

- **November 7**, Student Ambassadors tabling at High School Counselor Day
- **November 11**, Lumentum Field Trip Preparation for MESA Students
- **November 12**, LinkedIn workshop for FBLA (Business Club)
- **November 15**, tabling at Open House
- **November 18**, 2:00-3:00 PM, Protecting Yourself from Fraud, Patelco workshop
- **November 19**, 12:15-1:15 PM, Women in STEM/ Girls Who Code LinkedIn Workshop and Free Headshots (K-16 Collaborative)
- **Friday, November 21**, Lumentum Field Trip with MESA (K-16 Collaborative)

## Upcoming events:

- **Wednesday, January 28**, Intern Panel and Fair, tentatively planned for 2:00-4:00 PM, Location TBD

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## CTE OUTREACH REPORT

11/25/2025

Anne Kennedy, Lilibeth Mata Juarez, Jean O'Neil-Opipari

### November 2025

- Duncan Day School Campus Tour at LPC (11/6)
- Castro Valley HS FST Presentation (11/6)
- High School Counselor Day (11/7)
- Registration Workshops
  - November 11<sup>th</sup>, 13<sup>th</sup>, 17<sup>th</sup>, 19<sup>th</sup>, 25<sup>th</sup>
- LHS Application Workshop for SpedED & Presentation (11/12)
- Dewey Academy Visit (11/13)
- Amador HS Presentation (11/13)
- Las Positas Fall Open House (11/15)
- Campus Tour with Granada HS at LPC (11/18)
- Campus Tour with Del Valle & Vineyard (11/20)
- AI in the Arts Professional Panel (11/20)

### December 2025

- LHS Campus Tour for Special Education Students (12/02)
- Stein HS- CTE Visit/Tour (12/03)
- ESL Open House (12/05)
- LHS Campus Tour (12/9)

### STEM Updates –

- LLNL/LPC Seminar Series, Quantum (11/13)
- ISC2 Fall Meeting (11/14)
- ET Resume Review Workshop (11/19)
- Horticulture Fall Plant Sale (11/19)
- Horticulture Olive Harvest (11/22)
- ET Mock Interview Workshop (12/10)