



A Community College
Collaborative for Talent
Development

Meeting California's Workforce Challenge in the 21st Century

UpSkill California, a Community College Collaborative for Talent Development, leverages state funding and the world's largest body of industry subject matter experts with workplace-specific curriculum to deliver customized employee training to businesses statewide.



CONCURRENT ENROLLMENT

(dd) “Enrollment” means the process of registering an employee with the Panel as an eligible participant in a Panel funded training program. Concurrent enrollment of any trainee in more than one Panel funded training program is Prohibited.



REGULATIONS

For information call or write:
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(916) 327-5640 Fax (916) 327-5260
www.etp.ca.gov

BARCLAYS OFFICIAL CALIFORNIA CODE OF REGULATIONS
Amended by ETP for printing purposes

TITLE 22. SOCIAL SECURITY
DIVISION 1. EMPLOYMENT DEVELOPMENT DEPARTMENT
SUBDIVISION 1. DIRECTOR OF EMPLOYMENT DEVELOPMENT
DIVISION 3. EMPLOYMENT SERVICES PROGRAMS
PART 1. EMPLOYMENT AND EMPLOYABILITY SERVICES
CHAPTER 1.5. EMPLOYMENT TRAINING PANEL

ETP Updated: 03/17/11

03/17/11

CONCURRENT ENROLLMENT

UpSkill California Community College Collaborative's ultimate goal is to eliminate concurrent enrollment altogether based on the extensive data our collaboration has collected working with HR departments statewide.

However, we understand that will take considerable time that involve State legislative action. Thus, our focus is to work with ETP in identifying solutions on how to meet the regulations and resolve the problems that concurrent enrollment has presented until the regulation can be removed.



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CONCURRENT ENROLLMENT

PROBLEMS IDENTIFIED

- Once a trainee is locked into a MEC contract, they cannot be released to continue upskilling at other institutions that provide courses not offered by the original MEC. This is due to ETP's policy or decision not to release the trainee until the end of the original MECs' contract. Thus, the trainee is locked out of critical upskill training for up to two years. Companies are seriously impacted and limited in their ability to respond quickly to market changes that require the immediate upskilling of their workforce.
- A college or training entity may not offer every course a trainee may need to remain competitive. Each college and training entity specializes in critical training programs to meet the needs of its local and regional customers. By specializing, the college system avoids expensive duplication of programs within a region. This alone is a significant reason why concurrent enrollment should be eliminated.
- The concurrent enrollment regulation seriously reduces a MEC's ability to spend down their ETP allocation and reduces their ability to collaborate with other colleges.

CONCURRENT ENROLLMENT

CONTINUATION OF PROBLEMS IDENTIFIED

- Eliminates an industry's ability to receive just-in-time training when needed.
- MECs who took the risk of providing classes for trainees enrolled in another contract may not receive ETP reimbursement after their contract ends since ETP has not released trainees enrolled in another contract.
- A college MEC may have two ongoing regular core contracts simultaneously, one that is ending and the other in a new one that picks up after the old one expires. Although the trainees may have completed retention in the older contract, the MEC cannot enroll them in the new contract until ETP releases them. Once released from the older contract, the MEC enters those hours.

Fiscal issues

- Fiscal timelines for closeout are too long. Delay in payment causes significant stress with college because the length may be several months, and reimbursement may cross the fiscal year. This severely limits a smaller MEC's cash flow.

POSSIBLE SOLUTIONS

- After training (P4) ends, the Cal-e-Force system should be programmed to calculate the 90-day retention period and automatically release trainees when completed.
- Measure the total number of hours of each trainee regardless of the contract enrollment. Once the trainee reaches 200 hours and 90-day retention, ETP will automatically release the trainee from the contract.



CONTINUATION OF POSSIBLE SOLUTIONS

- Change of Regulation to allow for concurrent enrolment.
- Allow a pilot allowance of Concurrent Enrollment for California Community Colleges.
- When a college MEC is unable to enroll a trainee, perhaps Cal-e-Force can provide information on where the trainee is in another contract (SE or MEC,) if they have been P4 and/or provide retention dates and let the MEC know by email to the MEC when the trainee has been released from the other contract and can now be enrolled in the new contract.



UPSKILL CALIFORNIA COMMUNITY COLLEGE COLLABORATIVE – CURRENT CCCF DATA REVIEW 2021-2023

Ethnicity	Trainees	Hours	% Hours	Wage
1) White	3020	95,272	26.56%	33.29
2) Black	442	18,108	5.05%	26.83
3) Hispanic	6453	192,147	53.57%	29.57
4) Native American	90	3,778	1.05%	28.00
5) Asian	790	27,032	7.54%	36.91
6) Pacific Islander	71	2,356	0.66%	37.71
7) Filipino	73	3,561	0.99%	34.58
8) Other	591	16,413	4.58%	31.59
Total	11530	358,667	100.00%	31.17

Education	Trainees	Hours	% Hours	Wage
1) 8th Grade or Less	147	5,184	1.45%	26.18
2) High School Graduate	5894	182,143	50.78%	27.00
3) GED	187	8,711	2.43%	25.83
4) Some College	2001	78,466	21.88%	27.58
5) College Graduate	2693	69,142	19.28%	42.50
6) Post College Graduate	429	9,878	2.75%	54.05
7) Some High School	179	5,144	1.43%	27.02
Total	11530	358,667	100.00%	31.17

Age Group	Trainees	Hours	% Hours	Wage
1) Less than 25	1057	57,505	16.03%	20.06
2) 25-34	3740	122,796	34.24%	28.27
3) 35-44	3107	91,231	25.44%	35.04
4) 45-54	2137	53,862	15.02%	36.37
5) 55-64	1286	28,865	8.05%	37.85
6) 65 and Older	203	4,408	1.23%	41.63
Total	11530	358,667	100.00%	31.17

College	Companies	Trainees	Hours	Wage
COC	91	1448	55,671	35.76
COS	71	3271	60,118	31.45
SBCC	71	1621	40,574	27.41
ECC	49	1893	56,407	36.19
BUTTE	38	1140	59,539	21.80
CHAFFEY	30	571	29,211	31.07
MSAC	11	543	18,582	36.31
KERN	8	867	33,216	30.57
RCCD	7	176	5,352	39.53
Total	376	11530	358,667	31.17

36.16
Weighted Average

183
Zip Codes

Gender
☐ Female
☐ Male
☐ Non-Binary

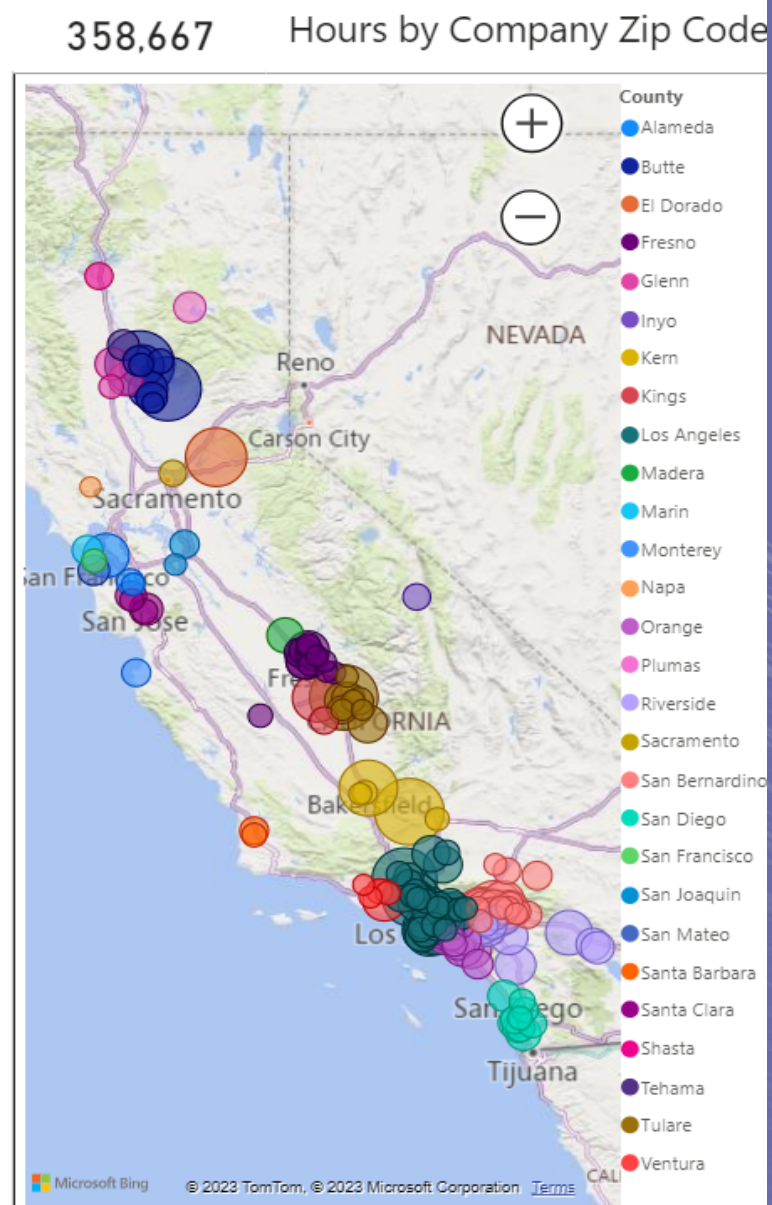
Training Type

Business Skills
Commercial Skills
Computer Skills
Continuous Improvement Skills
Hazardous Materials Skills
Literacy Skills
Management Skills
Manufacturing Skills
Medical Skills (Didactic)
Safety Skills - OSHA 10
Safety Skills - OSHA 30

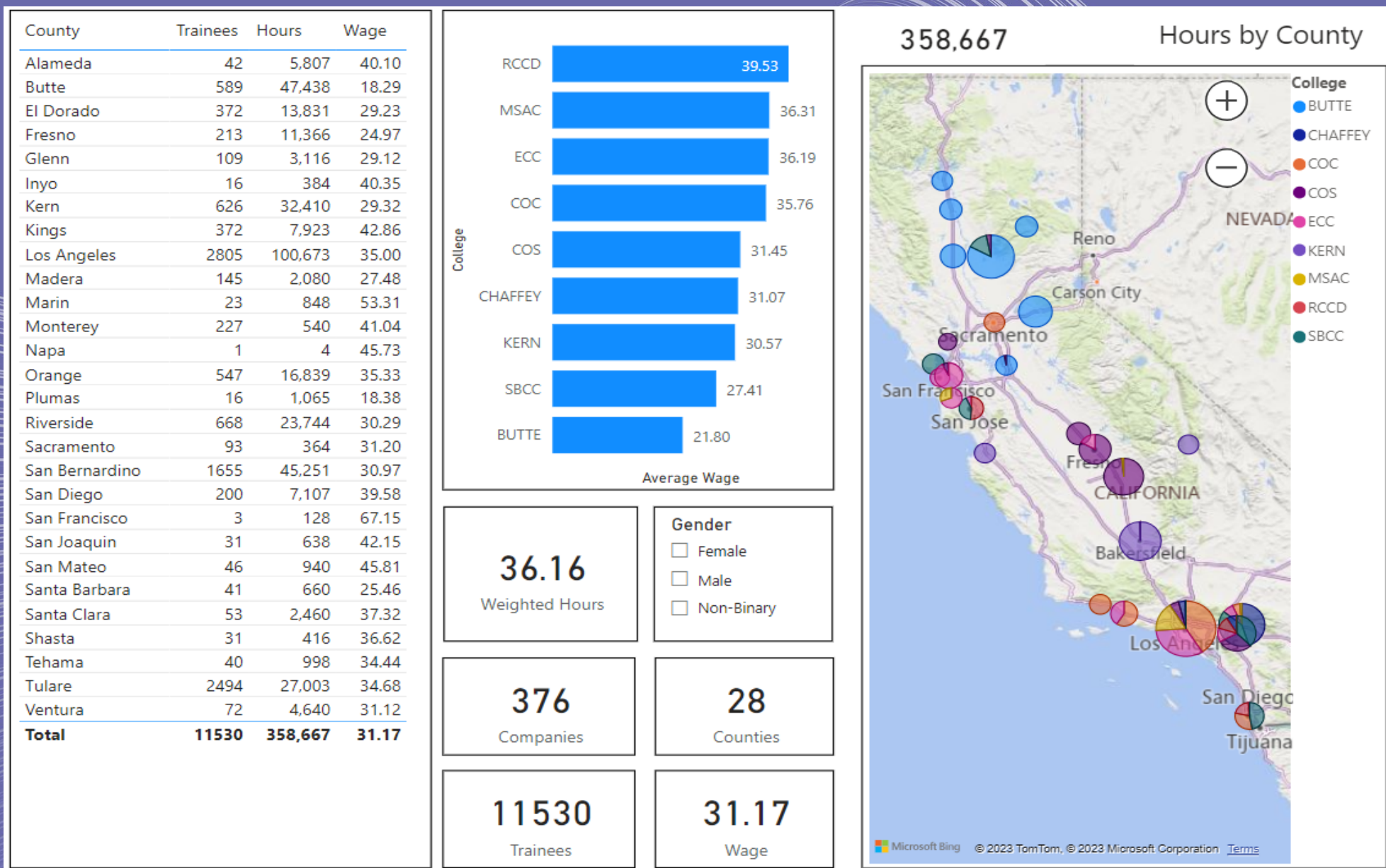
11530
Trainees

376
Companies

31.17
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UPSKILL CALIFORNIA COMMUNITY COLLEGE COLLABORATIVE – CURRENT CCCF DATA REVIEW 2021-2023

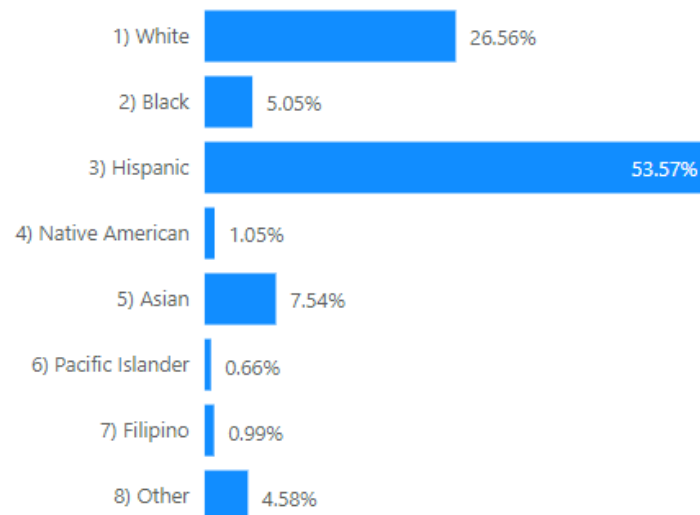


UPSKILL CALIFORNIA COMMUNITY COLLEGE COLLABORATIVE – CURRENT CCCF DATA REVIEW 2021-2023

Hours by Demographics

Training Type	Companies	Hours	% Hours	Wage
Business Skills	168	53,751	14.99%	34.94
Commercial Skills	51	59,055	16.47%	30.45
Computer Skills	125	23,166	6.46%	35.09
Continuous Improvement Skills	168	94,479	26.34%	34.95
Hazardous Materials Skills	3	187	0.05%	40.64
Literacy Skills	1	8	0.00%	15.84
Management Skills	60	12,468	3.48%	34.98
Manufacturing Skills	84	35,932	10.02%	29.77
Medical Skills (Didactic)	26	77,322	21.56%	22.01
Safety Skills - OSHA 10	24	1,013	0.28%	34.45
Safety Skills - OSHA 30	17	1,287	0.36%	29.10
Total	376	358,667	100.00%	31.17

Ethnicity



376

Companies

11530

Trainees

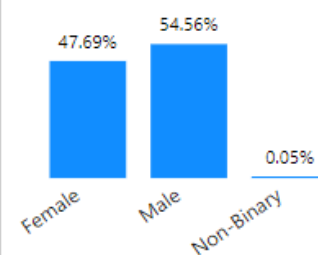
358,667

Hours

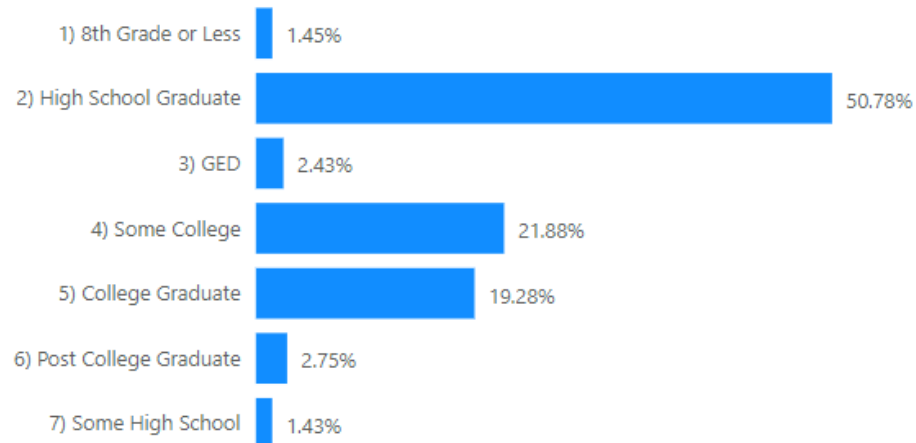
31.17

Wage

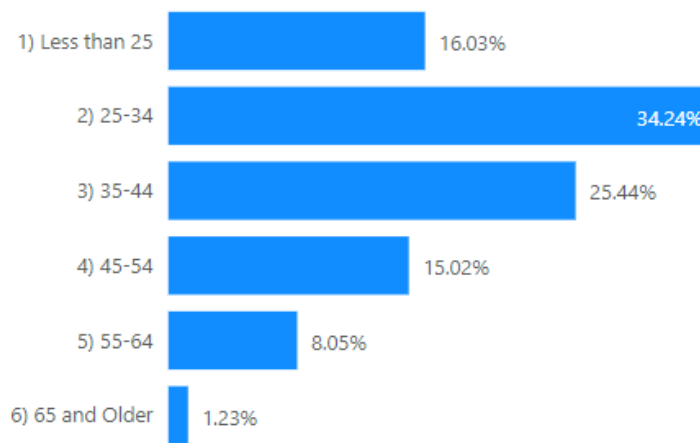
% by Gender



Education



Age Group



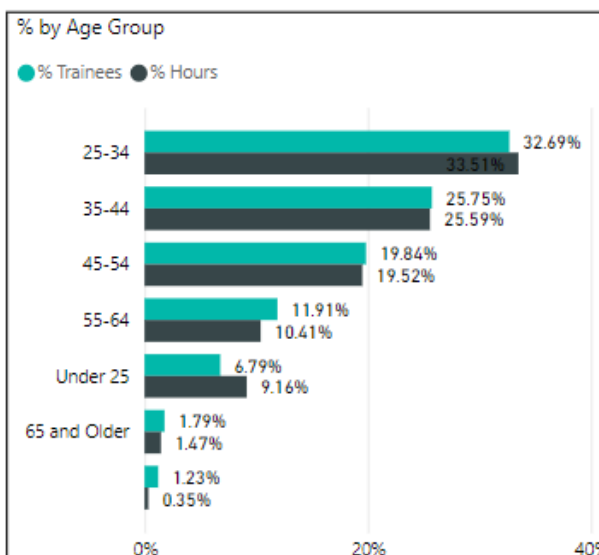
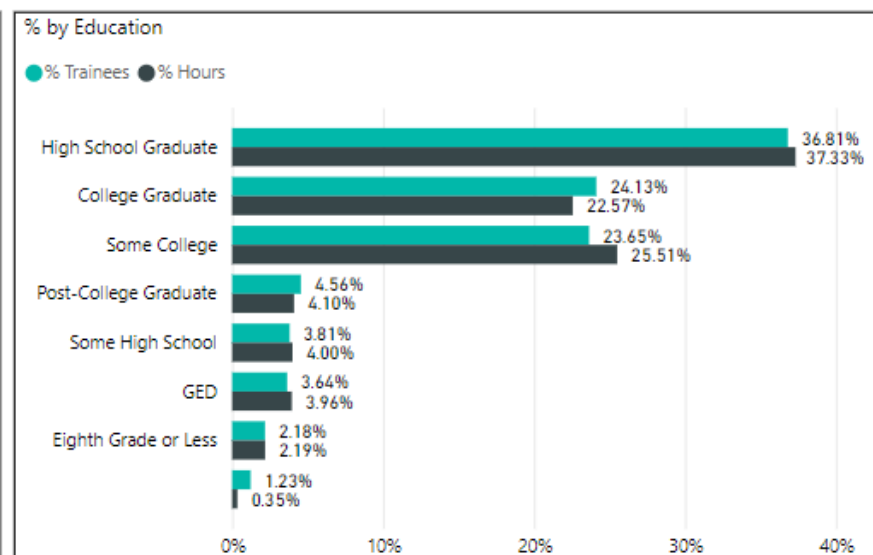
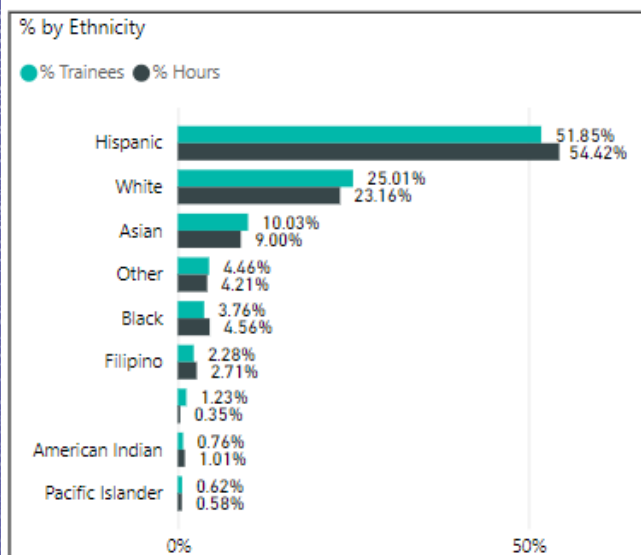
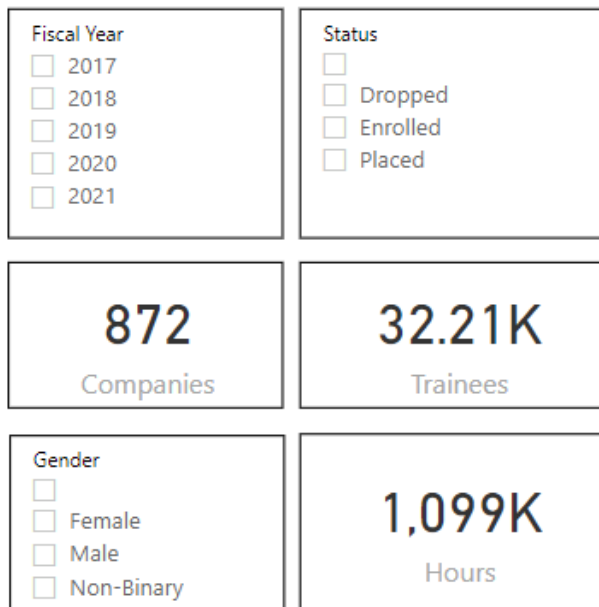
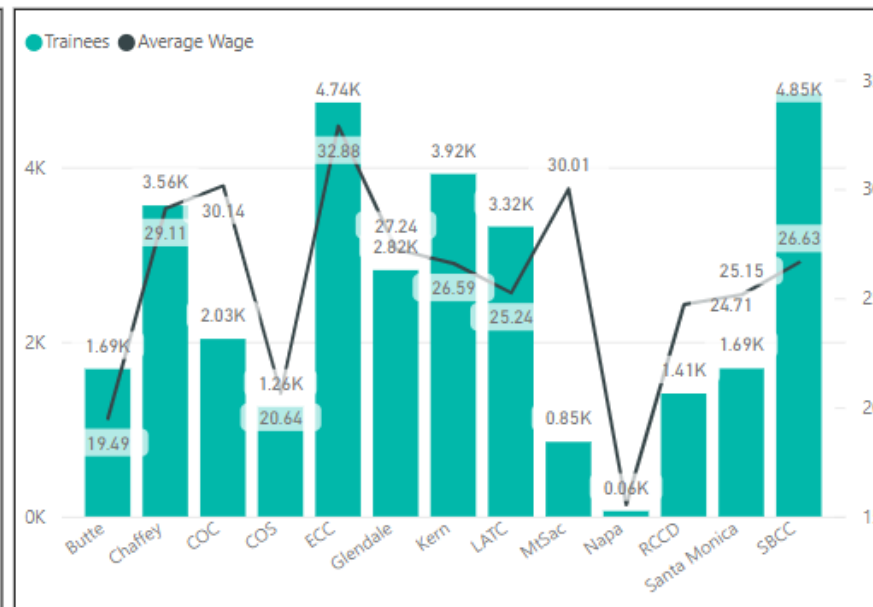
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MSAC	543	36.31
RCCD	176	39.53
SBCC	1621	27.41
Total	11530	31.17

36.16

Weighted Hours

UPSKILL CALIFORNIA COMMUNITY COLLEGE COLLABORATIVE – LONGITUDINAL 2017 - 2021

Topic	Trainees	Hours	%	Wage
Business Skills	9154	148,899	13.54%	28.48
Commercial Skills	1808	97,316	8.85%	33.34
Commercial Skills - Advanced	741	52,215	4.75%	24.24
Technology				
Computer Skills	5013	99,663	9.07%	28.33
Computer Skills - Advanced	28	1,969	0.18%	27.44
Continuous Improvement Skills	14596	469,530	42.71%	28.41
Hazardous Materials Skills	185	2,235	0.20%	29.09
HazWoper	16	306	0.03%	30.08
Literacy Skills	153	1,914	0.17%	16.92
Management Skills	1019	12,011	1.09%	36.00
Manufacturing Skills	3995	124,329	11.31%	23.75
Medical Skills (Didactic)	461	76,999	7.00%	12.17
Other	238	949	0.09%	32.64
Safety Skills - OSHA 10	547	6,034	0.55%	26.62
Safety Skills - OSHA 30	169	4,937	0.45%	32.01
Total	32205	1,099,305	100.00%	27.28



IN SUMMARY



A Community College
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UpSkill California Community College Collaborative's purpose is to identify current issues and present potential solutions to the concurrent enrollment regulation, and how it affects ETP and the college's overall mission statement to partner with California businesses to create and retain high-wage jobs while providing workers the opportunity to train to provide workers the opportunity to train for career advancement.

In fulfilling this mission, ETP and the college MECs focus on assisting employers in increasing their efficiencies, enhancing productivity, and reducing costs allowing the business to remain competitive in a global economy by providing customized training to their workforce.





UPSKILL CALIFORNIA COMMITTEE FOR CONCURRENT ENROLLMENT



<https://upskillcalifornia.com/>

- Eldon Davidson, El Camino College
- Annie Rafferty, Butte College
- Deanna Krehbiel, San Bernardino Community College District
- John Milburn, College of the Canyons
- Jorge Zegarra, College of Sequoias
- Laurel Garver, College of Sequoias
- Dave Teasdale, Kern Community College District
- Jon Fox, Chaffey College
- Debbie Wong, Mt. SAC
- Alastair Roughton, Butte College

- Belle Gomez, Cerritos College
- Kimberly Watson, El Camino College
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