



ACCREDITING COMMISSION FOR
COMMUNITY AND JUNIOR COLLEGES

Outcomes | Innovation | Improvement

Partnership Snapshots:

**Workforce Collaborations
Across ACCJC
Member Institutions**

Building a future-ready workforce requires deepening the partnership between industry and education. As industries evolve, educators are partnering to address the skills gap to create a workforce with specialized, adaptable skill sets required in today's dynamic economy. Workforce partnerships that align education with real-time labor market demands will move the U.S. economy forward and provide significant growth opportunity for both students and industry alike. ACCJC member institutions exemplify the best in these collaborations and are uniquely positioned to respond swiftly to industry needs and contribute to a thriving U.S. economy.

ACCJC member institutions engage in hundreds of partnership programs spanning a broad range of sectors and arrangements, each of which demonstrate the vital role two-year institutions play in maintaining and growing a strong economy.

Building a Future-Ready Workforce: Highlighting Best Practices in ACCJC Member Institutions focuses on five robust partnerships that highlight the innovation, responsiveness, and community connection of our member institutions. Please read on, for snapshots of other innovative, productive industry collaborations at ACCJC Member Institutions.

Allan Hancock College – *Santa Maria, California*

Allan Hancock College partners with a number of local manufacturing firms to provide resume and interview workshops, career exploration services, career counseling and assessment, and virtual career exploration. Additionally, career readiness modules are embedded into Career Technical Education, general education, and noncredit and adult education classes to upskill or reskill local workers. Many students secure internships or apprenticeships that lead to full-time employment post-graduation.

American River College – *Sacramento, California*

American River College partners with the California Department of Human Resources (CalHR) to provide customized workforce training through the Los Rios Government Training Academy (GTA), the leading provider of customized training for public agencies in the Greater Sacramento region. GTA delivers short-term, flexible courses that build critical skills and improve operational effectiveness within state agencies. Based in California's capital, the Los Rios GTA was developed to address a strong demand for public sector employees skilled in problem solving, decision making, critical thinking, and related technical areas. Course offerings include the Analyst series, business writing, project management, software applications, supervision, and leadership coaching. GTA trainings are structured to achieve measurable results and use proven techniques to help participants apply what they've learned on the job. Through regular communication and feedback, the college is able to customize trainings to adapt to the changing needs of state agencies, and state employees receive high quality instruction while gaining onramps into the college's various career education technology or transfer programs.

American Samoa Community College – *Pago Pago, American Samoa*

American Samoa Community College partners with various public entities, including the American Samoa Lyndon B. Johnson Hospital, to respond to critical workforce demands. The ASCC Nursing Program is approved by the American Samoa Health Services Regulatory Board (ASHSRB) and is recognized as a high-need/priority area by the American Samoa Government. This designation highlights the critical demand for healthcare professionals in the region, and the program plays a key role in addressing these workforce shortages by providing quality education and training to aspiring nurses. Through this approval and recognition, the program ensures that its graduates meet the standards required to serve the health needs of the local population effectively.

Barstow Community College – *Barstow, California*

Barstow Community College partners with Burlington Northern Santa Fe (BNSF) to support workforce development initiatives. BNSF identified necessary skilled workforce training, specific to railyards, and the college designed content to serve this need. The partnership includes customized training in areas such as welding skills unique to railways, and the College houses specialized equipment needed for the railway welding on the college campus.

Berkeley City College – *Berkeley, California*

Berkeley City College partners with KPFA radio's digital media to support workforce development initiatives. This collaboration began when a former BCC student employed at KPFA helped connect the station with the institution. Student intern responsibilities include line producing for live shows, engineering studio recordings, editing and mixing taped programs, producing station promos, monitoring program content to comply with station and FCC policies, and updating web content on kpfa.org. Students take classes to participate in the internship, specifically Video Production and Sound Design.

Campus – *Sacramento, California*

Twenty-five years ago, the American Bar Association (ABA) recommended a partnership between Campus (formerly MTI College) and the American Association for Paralegal Education (AAfPE). The two partners have worked together to update and shape curriculum, and Campus contributed to AAfPE's Electronic Resource Library, through its ABA Approved Paralegal Digital Library Resources. AAfPE holds monthly meetings for paralegal program directors to discuss paralegal education industry trends.

Cerritos College – *Norwalk, California*

Cerritos College partners with both Ford Motor Corporation and General Motors to support workforce development initiatives. These collaborations originated through faculty connections and include internships/apprenticeships, with the college providing training in areas such as Automotive Repair.

Cerro Coso Community College – *Ridgecrest, California*

The Cerro Coso Community College Child Development program collaborates with organizations across California for a Spanish-language cohort for Child Development certificates. This initiative was designed to expand access for Spanish-speaking students, helping them pursue meaningful careers in early childhood education. Partners like Compass Family Services (San Francisco), the Santa Barbara Office of Education, and the Kern County Superintendent of Schools have been instrumental in providing outreach, support, and employment pathways for student cohorts. This effort not only strengthens the workforce pipeline, but also addresses the critical need for culturally responsive educators in the community.

Chabot College – *Hayward, California*

Chabot College partners with Sutter Health through long-standing clinical placement agreements that expanded through proactive college outreach and mutual workforce development goals. The college provides training in areas such as patient care, clinical procedures, electronic medical records, nursing fundamentals, dental radiography, emergency response, and medical front office procedures. Faculty and Sutter Health leadership engage in ongoing clinical review and alignment to meet regional workforce demand and integrate soft skills, cultural competency, and updated clinical protocols. A joint advisory meeting is scheduled annually to address standards within the industry.

Chaffey College – *Rancho Cucamonga, California*

Chaffey College partners with B. Braun Medical Inc., a medical device manufacturer. The partnership involves training and upskilling B. Braun's workforce in technical skills relevant to medical product manufacturing. This partnership began as a response to B. Braun's workforce training needs. The college's Economic Development team engaged with B. Braun to discuss and analyze the specific skills gaps among the company's employees. The college provides specialized technical training in several key areas, such as mechanical maintenance, electrical maintenance, hydraulic and pneumatic maintenance, process control maintenance, and preventative maintenance. B. Braun provides resources and equipment to support the training programs. In particular, when training sessions are conducted on-site at B. Braun's facilities, the company makes its training space and equipment available. The college arranges the instructors or trainers.

Citrus College – *Glendora, California*

Citrus College partners with Toyota Motor North America Technician Training and Education Network (Toyota T-TEN) to provide training in automotive repair and service technology. Active since 1992, the program offers three levels of accreditation: Maintenance and Light Repair, Automotive Service Technology, and Master Automotive Service Technology. Every year, the automotive general program and the Toyota T-TEN program host four advisory council meetings. During the advisory meetings, there are discussions and feedback on current trends, tools, equipment, and vehicle issues the dealerships and independent auto shops are experiencing. Toyota T-TEN offers regional and national training opportunities at local training centers and bi-annual training conferences. Toyota provides vehicles on which students and staff can train with the most current technology. Additionally, local dealerships and independent auto shops donate vehicles, parts, engines, or tools and equipment.

City College of San Francisco – *San Francisco, California*

City College of San Francisco (CCSF) partners with the San Francisco Police Department (SFPD) to provide customized workforce training. Coursework provides recruits with the necessary training to begin work as an SFPD officer, including professionalism, history of law enforcement, criminal justice systems, community relations, ethics, criminology and police procedures, arrest procedures, firearms, and first responder training. CCSF also provides training for current officers to ensure they maintain all the required certifications and skills throughout their time working for SFPD.

Coalinga College – *Coalinga, California*

Coalinga College partners with Coalinga State Hospital for the direct hiring of graduates from the Psychiatric Technician program. The program prepares students for employment in state hospitals or rehabilitation and treatment centers. Students learn basic nursing skills and psychiatric principles in order to interact with and care for individuals. The program also provides foundational knowledge and skill sets needed to administer medications, conduct relationship development and participate in group therapy. Upon completion, students are eligible to take the California Board of Vocational Nursing and Psychiatric Technician license exam. Coalinga State Hospital hires graduates directly from the program.

Coastline Community College – *Fountain Valley, California*

Coastline Community College partners with Flint Hills Resources, a petroleum refining and chemical manufacturing industry leader. The college's Process Technology program provides students with the competencies and skills necessary for employment in the industry. Students in the program have access to paid jobs with FHR, as direct hiring of graduates is a foundational component of this partnership.

College of Alameda – *Alameda, California*

College of Alameda partners with the East Bay Machinists Union, International Association of Machinists and Aerospace Workers (IAM) Local Lodge 1546, for a 2-year apprenticeship training program and offers a two-year, full-time Heavy Duty Diesel Mechanics certification. The college is constantly working on improving and staying current with the rapidly evolving technologies in this field, including Hybrid, Fully Electric, Natural gas, and eventually Hydrogen Fuel Cell and Hydrogen Engine technologies. The college discusses the need and the options for this material with partners like the East Bay Machinists Union during advisory board meetings.

College of Marin – *Kentfield, California*

College of Marin partners with Marin Builders Construction to support workforce development initiatives. The college provides training in areas such as construction fundamentals and OSHA compliance, and the industry partner provides interview support and class presentations. This partnership brings network connections for enrolled students and robust job placement support.

College of Micronesia-FSM – *Kolonia Pohnpei, Federated States of Micronesia*

The College of Micronesia-FSM partners with the National Ozone Unit (NOU) of the Federated States of Micronesia's Department of Environment, Climate Change and Emergency Management (DECEM-FSM). To implement mandatory environmental regulations, the college collaborates with the DECEM-FSM in training and capacity building for the management of ozone depleting substances. The college develops and delivers training covering the theory and practical elements of best practice for installing, maintaining, servicing and retrofitting Refrigeration and Air (RAC) equipment. DECEM-FSM works in close collaboration with the college to explore ways to improve the technician training and certification program in refrigeration and air conditioning, providing machinery, tools, and certification authority.

College of San Mateo – *San Mateo, California*

College of San Mateo partners with San Mateo Consolidated Fire (SMCF) for customized workforce training, curriculum development collaboration, and support for instructional programs. The college offers Fire Technology training for new recruits and participating students, with a curriculum developed in partnership with SMCF. SMCF also provides adjunct professors, guest speakers, fire simulation equipment, and other resources for the program.

College of the Canyons – *Santa Clarita, California*

College of the Canyons partners with Northrop Grumman Systems Corp. for customized workforce training, curriculum development, and direct hiring of graduates in the aerospace sector. The Low Observable (stealth) Coatings Application program is a 17-week program that trains students how to apply special coating to aircraft, missiles and other defense systems that allows them to operate undetected. Students enrolled in the online program learn from subject matter experts about low observable fundamentals and proper application techniques. The college works closely with this industry partner to create a training pipeline in support of their current workforce training needs.

College of the Desert – *Palm Desert, California*

College of the Desert partners with Riverside County to provide a Public Safety Academy. Offering Basic Peace Officer Training, Basic Corrections Officer Training, Juvenile Corrections Training, EMT Training, and Paramedic Training, the college ensures all programs are state or nationally certified.

College of the Sequoias – *Visalia, California*

College of the Sequoias partners with both Kaweah Health and Adventist Health for placement of Registered Nursing graduates. Addressing a critical industry need, the healthcare programs were developed with the help of local employers who helped design the curriculum. The partner organizations provide instructors, site supervision, resources, and equipment, and the college connects these businesses with qualified graduates.

College of the Siskiyous – *Weed, California*

College of the Siskiyous has a number of healthcare and first responder workforce partnerships. The college's collaboration with Fairchild Medical is housed at their Rural Health Sciences Institute. Fairchild Medical provides instructors, pays a recruitment stipend to faculty, and equipment/supplies for the program. Certified Nurse Assistant (CNA) courses are held on campus and clinical experience is provided at various local health care facilities. Certified Nurse Assistants learn to provide general care to patients in hospitals, nursing homes, residential care facilities and other medical health settings under the supervision of nursing and medical staff. Representatives from Fairchild Medical are on the Program Advisory Committee and provide input on curriculum, industry updates, and labor market need projections.

Copper Mountain College – *Joshua Tree, California*

Copper Mountain College partners with Joshua Tree Water District to offer water technology courses to prepare students for supply water and wastewater certification exams. Initiated through outreach from the college, the partnership involves curriculum development collaboration and engagement with instructional programming. Joshua Tree Water District participates in Career Technical Education advisory committee meetings, and will soon provide the college with qualified instructors for new water technology courses.

Cosumnes River College – *Sacramento, California*

Cosumnes River College partners with Sutter Health for internships and direct hiring in the health care field. Through outreach from the college, Sutter Health provides a clinical site for training in Health Information Technology. The college's Health Information Technology program is accredited, and the curriculum adheres to industry standards, providing for Sutter Health a well-trained talent pipeline for health information technologists.

Crafton Hills College – *Yucaipa, California*

Crafton Hills College partners with Redlands Fire Department for customized workforce training, job placement support, curriculum development, and instructional program support. Programs address critical industry needs and include Fire Technology, Firefighter I Basic Training, Academy, Fire Investigator/Inspector, Emergency Medical Technician, and Paramedic. Representatives from Redlands Fire Department serve on advisory committees in the EMT program, Paramedic Program, and Fire Academy. These advisory committees lend their expertise to curriculum, skill performance, and calendaring of courses. Additionally, RFD supplies the programs with adjunct instructors, professional experts, vital resources, and fire apparatus for daily instruction.

Cuyamaca College – *El Cajon, California*

Cuyamaca College partners with Ford Motor Company's ASSET program. This program trains automotive technicians to work in Ford dealerships. The partnership began through discussions of mutual need and remains focused on emerging technology, including service for electric vehicles. The program has regular industry advisory board meetings with representatives from local employers. Ford Motor Company provides equipment (vehicles), technical resources, and other support for the program. The college provides instructors.

Cypress College – *Cypress, California*

Cypress College partners with County of Orange to support workforce development initiatives. The college supports students in applying strategically to jobs that align with sustainable career goals and values, and its Career Job Ready program sufficiently prepares students for the workplace by utilizing skills mapping engagement via a Virtual Skills Bootcamp. The college has collaborated with the Hire LAX program that includes an introduction to working with real construction tools and materials, class construction projects, employment development, and success tools for the union interview process.

De Anza College – *Cupertino, California*

De Anza College partners with International Facility Management Association (IFMA) for customized workforce training, job placement support, curriculum development, instructional program support, internship/apprenticeship programs, and direct hiring of graduates. The Facilities Management degree incorporates IFMA's eleven core competencies of facility management, considered essential to becoming a successful facility or building manager. IFMA also provides internships for students for on the job training, which often lead to positions at facility management companies after graduation. IFMA offers students free IFMA memberships, which allow students to participate and attend local IFMA chapter meetings and sponsored events. Students have a chance to learn more about real time issues associated with managing sustainable, safe and productive buildings, and meet and talk to practicing FMs to network, build relationships, find a mentor, and build a career path.

Diablo Valley College – *Pleasant Hill, California*

Diablo Valley College partners with Tesla for customized workforce training and employment programs. Tesla sends new hires to the college for accelerated robotics and industrial automation classes. Employees can earn a college certificate while Tesla pays their tuition and fees, and pays their wages while in training.

Evergreen Valley College – *San Jose, California*

Evergreen Valley College partners with Texas Instruments to provide targeted workforce training. Connected with the company through the Silicon Valley Leadership Group, the college provides instruction in Mechatronics and Electronics. Evergreen Valley College worked with Texas Instruments to craft the curriculum for these programs.

Folsom Lake College – *Folsom, California*

Folsom Lake College partners with Sacramento Employment and Training Agency (SETA) for job placement and support. SETA provides employment support services to students based on labor market data, job trends, employer feedback, and students' needs. A representative is on campus twice a week to provide in-person and virtual services to students.

Gila Community College – *Globe, Arizona*

Gila Community College partners with both Banner Payson Medical Center and Cobre Valley Regional Medical Center for curriculum development, clinical sites, and direct hiring of nursing program graduates. To meet the need for qualified nurses in a rural community, the college collaborates with the medical centers to place students in a hands-on environment where they can complete their clinical certifications for licensure. Both hospitals sit on the advisory committee overseeing the programs.

Glendale Community College – *Glendale, California*

Glendale Community College partners with the Los Angeles City Fire Department for the direct hiring of Fire Academy graduates. The college provides training for specific recruits that exposes cadets to the training needed for fire personnel positions. The program collaborates with other industry partners in the design and update of training programs.

Grossmont College – *El Cajon, California*

Grossmont College partners with Birds Eye Aerial Drones for customized workforce training, job placement support, internship/apprenticeship programs, and direct hiring of graduates. The college provides FAA Part 107 Test Preparation, and courses in drone piloting, aerial photography, mapping, and data analysis. Birds Eye participates on an employer advisory board to help shape training content and identify certification priorities, as well as provide drones, mentorship, and live project opportunities for hands-on student experience.

Guam Community College – *Mangilao, Guam*

Guam Community College partners with Cabras Marine Corporation (CMC) for a ship repair bootcamp and apprenticeship program. The college works with Cabras Marine Corporation to design industry specific training such as welding, and CMC provides a learning lab at their facility. More than 50 graduates have been hired by CMC in the last three years.

Hartnell College – *Salinas, California*

Hartnell College partners with Taylor Farms in curriculum development, job placement support, and direct hiring of graduates. The college offers programs in Agriculture Business, Agriculture Technology, Food Safety, Plant Science, and Mechatronics, all of which correspond with positions at Taylor Farms. The Mechatronics program was developed in partnership with Taylor Farms and other industry partners, and the college's robotics equipment is designed to simulate the robotics used in industry facilities. Taylor Farms provides fiscal resources to help support equipment needs.

Hawai'i Community College – *Hilo, Hawai'i*

Hawai'i Community College partners with a number of local trade unions in longstanding, successful apprenticeship programs for Carpenters, Electricians, Plumbers and Pipe Fitters, Sheet Metal Workers, Roofers, Painters, Tapers, Glazers, and Floor Layers. These programs are both state and federally mandated, and the college provides related and hands-on instruction in these skilled trades. The trade unions provide tools and equipment for instruction, as well as journeyworker instructors.

Honolulu Community College – *Honolulu, Hawaiʻi*

Honolulu Community College partners with Hawaiian Airlines through customized workforce training and curriculum development. Hawaiian Airlines provides instructors, equipment, and hangar facilities for students as they work toward a degree in Aeronautical Maintenance Technology. The college works closely with the airline to deliver specialized training leading to the direct hiring of graduates.

Irvine Valley College – *Irvine, California*

Irvine Valley College partners with Amazon for their Career Choice Program. Selected for the program based on its reputation for academic excellence and high transfer rates, the college provides career and general education training for Amazon employees.

Kapiʻolani Community College – *Honolulu, Hawaiʻi*

Kapiʻolani Community College partners with a number of hospitality and tourism companies on Oahu. The college's workforce development programs in hospitality and tourism are designed to align closely with industry needs and employer expectations. Students receive a combination of technical training, soft skills development, and real-world experience to prepare for successful careers in diverse sectors in the hospitality and tourism industry. The college actively collaborates with industry partners through a Hospitality and Tourism Advisory Board. By partnering with industry providers with access to live travel and hotel systems, students gain hands-on experience with real-world reservation, booking, and property management technologies currently used across the hospitality and tourism sectors. These collaborations ensure students are academically prepared, technically proficient, and workforce-ready upon graduation.

Kauaʻi Community College – *Lihue, Hawaiʻi*

Kauaʻi Community College partners with the U.S. Navy's Pacific Missile Range Facility Barking Sands (PMRF) for job placement support, scholarships, instructional program support, internship/apprenticeship programs, and direct hiring of graduates. PMRF is the world's largest instrumented multi-domain range capable of supporting surface, subsurface, air, and space operations simultaneously. Students are instructed in computer networking systems that align with the systems used at PMRF. The Navy supplies instructors and resources on campus for students in the program.

Lake Tahoe Community College – *South Lake Tahoe, California*

Lake Tahoe Community College partners with the California Conservation Corps on a variety of workforce initiatives. The college provides annual 32-hour Culinary Bootcamps for all Conservation Corps lead cooks. Students learn basic cooking techniques, kitchen organization and terminology, sanitation and safety, and knife skills. The college also offers an interdisciplinary General Conservation Certificate of Achievement and an Associate's Degree in Forestry. CCC staff provide input on the forestry degree and act as Instructional Assistants on classes such as the California Naturalist Program and Introduction to Forestry Lab.

Laney College – *Oakland, California*

Laney College partners with Tesla to provide students with hands-on, industry-focused training. Tesla contributes significantly to the alignment of program curricula with current industry standards. As active members of college advisory boards, Tesla representatives offer critical insights and guidance to help ensure the continued relevance and quality of Career and Technical Education programs. Through the Tesla Manufacturing Development Program, Laney College has tailored a set of courses specifically for Tesla cohorts—comprised of recent high school graduates from underserved communities. These students are employed by Tesla while attending Laney College, receiving both wages and hands-on training, with guaranteed job placement upon successful completion of the program.

Las Positas College – *Livermore, California*

Las Positas College partners with Lawrence Livermore National Laboratory (LLNL) for customized workforce training, job placement support, curriculum development, instructional program support, internship/apprenticeship programs, and direct hiring of graduates. The college worked with LLNL to develop the Engineering Technology program in 2014, and the two work closely to provide short, in-demand, grant-funded workshops to upskill the current workforce and enhance student training. The Engineering Technology program was developed, in part, to provide a pipeline of Engineering Technologists, because a large number of Engineering Technologists were retiring from LLNL. Members of LLNL's Engineering Directorate sit on the Engineering Technology industry advisory board, which helps to create and update curriculum.

Lassen Community College – *Susanville, California*

Lassen Community College partners with Banner Lassen Medical Center in customized workforce training and direct hiring of graduates from the college's nursing program. The college provides the Medical Center with qualified graduates and ensures their training follows Banner Lassen policies and procedures.

Leeward Community College – *Pearl City, Hawai'i*

Leeward Community College partners with Ma'o Farms for internship programs and customized workforce training in sustainable agriculture. The internship offers a unique opportunity for students to work toward an Associate of Arts degree from the college while gaining work and leadership experience as a part of Ma'o Farms, a non-profit organization. Interns are provided services and support aimed at developing grounded, respectful, vibrant, and engaged students with a strong understanding of community health and environmental issues, as well as the success skills needed to better pursue career goals.

Lemoore College – *Lemoore, California*

Lemoore College partners with Central Valley Meat Co (CVM) for internship opportunities, customized workforce training, and direct hiring of graduates. The college identified an industry need and reached out to CVM, establishing training in areas such as Industrial Maintenance Training and Instrumentation Training.

Long Beach City College – *Long Beach, California*

Long Beach City College partners with the Port of Long Beach for apprenticeship programs, customized workforce training, direct hiring of graduates, work-based learning, and scholarships. The college, in partnership with the Port, provides a range of workforce development programs aimed at preparing students for careers in the maritime, logistics, and supply chain industries. These initiatives are designed to provide practical skills and certifications that align with industry demands. For example: In response to the growing demand for qualified drivers in the drayage sector serving the Port of Long Beach, the college partnered with Ancora Training to launch a commercial driver's license (CDL) training program in early 2025. This program offers hands-on training to help students obtain their Class A CDL, providing a direct pathway into the trucking industry. The Port provides internships for high school and college students, offering real-world experience in logistics and supply chain operations as well as funding for scholarships for training and tools costs annually.

Los Angeles City College – *Los Angeles, California*

Los Angeles City College partners with Costco Wholesale for apprenticeship programs, customized workforce training, direct hiring of graduates, job placement support, and curriculum development for their Optician Technician program. The college reached out to Costco to develop a partnership, resulting in a collaboration on the development and maintenance of apprenticeship standards for the Costco Optical Department.

Los Angeles Southwest College – *Los Angeles, California*

Los Angeles Southwest College partners with Los Angeles World Airports (LAWA) and Parsons Corporation for programs utilizing the MC3 (Multi-Craft Core Curriculum) in a pre-apprenticeship program methodology to prepare students for careers in the skilled trades within the construction industry. Students are provided with an introduction and orientation to the Building and Construction Trades profession in addition to the course requirements for the Certificate of Completion. This non-credit certificate program prepares students to meet the application requirements for entry into construction-related apprenticeship programs and entry level construction positions in the public and private sector. The LAWA has provided data that shows the first 21 cohorts of the HireLAX Program, through 2024, generated 450 graduates, who have amassed 19.1 million dollars in salary and benefits. The program completion rate is over 90% and the jobs that the students obtain upon program completion and job placement not only pay a livable wage but typically start out between \$50,000 to \$100,000 a year.

Los Angeles Trade-Technical College – *Los Angeles, California*

Over 1200 students are served annually in formalized workforce partnerships at Los Angeles Trade-Technical College. The college offers customized workforce training in partnership with the Carpenters & Cement Masons Union in a vast number of skills, including rough framing, finish work, concrete work, computer aided drafting, blueprint reading, estimating, and material take-offs. Routine advisory board meetings with industry leaders allow the college to adjust the existing curriculum to include up-to-date information.

Los Angeles Valley College – *Valley Glen, California*

Los Angeles Valley College partners with a variety of nursing and respiratory therapy clinical sites. The program curricula require Nursing and Respiratory Therapy students obtain clinical experience. To that end, the college works with 15 different sites that provide orientation prior to the rotation. Additionally, students receive direct patient care instruction and gain experience using clinical site equipment. The college ensures graduates have the clinical skills necessary to pass the NCLEX exam and to get hired as an entry level nurse or respiratory therapist. The college receives curriculum input and feedback from the sites at an annual affiliate advisory board meeting.

Los Medanos College – *Pittsburg, California*

Los Medanos College partners with the YMCA and Early Care and Pathways Education to Success (ECEPTS) for an apprenticeship program. ECEPTS determined a need for educated and skilled professionals in Early Childhood Education. Initially developed through a partnership with the YMCA, the program developed into a partnership with the college. The college trains students on the principles and practices of teaching young children, observation and assessment, curriculum development and strategies for infants/toddlers. ECEPTS acts as the apprenticeship sponsor for those in the program and provides organization for partnership meetings.

Merced College – *Merced, California*

Merced College partners with Laird Manufacturing, one of the largest manufacturers of cattle feeding equipment. The partnership includes customized workforce training, job placement support, curriculum development, and direct hiring of graduates. The college provides training in Leadership, Customer Service, Office Skills, Welding Upskilling, Hydraulics Upskilling, and Painting Upskilling.

Modesto Junior College – *Modesto, California*

Modesto Junior College partners with Gallo Glass, the largest glass container plant in the United States, for internship opportunities and direct hiring of graduates. Through a combination of college outreach, industry need, and philanthropy, the college has formed a strong partnership with Gallo. Students have access to an advanced, state-of-the-art training facility that sets industry standards. The college provides intensive case management, apprenticeship coordination, and course load support for students. Program adjustments are made collaboratively.

Moorpark College – *Moorpark, California*

Moorpark College partners with Takeda Pharmaceuticals for internship/apprenticeship programs, job placement support, and curriculum development. The college provides instruction in biotechnical manufacturing, biotechnical lab skills, quality control, clean room environment, and validation principle toward the completion of a certificate in Biotechnology. Takeda Pharmaceuticals provides classroom lab supplies, sponsored the \$300,000 Takeda Analytical Biotechnology Lab, and is a partner for future apprenticeship programs.

Moreno Valley College – *Moreno Valley, California*

Moreno Valley College partners with the City of Moreno Valley as part of the LAUNCH Apprenticeship Network. The City hires Moreno Valley College IT/Cybersecurity apprentices for municipal IT careers. The college collaborates with the City to engage students in Career Day academies and other opportunities. Moreno Valley College CTE students who are residents of Moreno Valley are eligible to participate in the MoVaLEARNS program that provides a stipend for students in the Fall and Spring semesters for up to one year.

Mt. San Antonio College – *Walnut, California*

Mt. San Antonio College partners with North American Sustainable Refrigeration Council for apprenticeship programs, customized workforce training, direct hiring of graduates, curriculum collaboration, and program instructional support for a certificate and degree in Supermarket Refrigeration. The North American Sustainable Refrigeration Council (NASRC) promotes the use of natural refrigerants, commonly utilized in Asian and European Supermarkets. Students learn skills including the handling and transport of chemical refrigerants, safety and handling of natural refrigerants, and theory and application of Supermarket Refrigeration. Two work-based learning units are required to complete the certificate and the degree. These units are completed with local NASRC members, with the intention of providing entry-level employment opportunities into a career that pays a living wage.

Napa Valley College – *Napa, California*

Napa Valley College partners with the California Department of State Hospitals (DSH) – Napa for a Psychiatric Technician Apprenticeship. This one-of-a-kind program starts by training participants for two and a half months to be a Certified Nursing Assistant (CNA). Successful completion of the CNA program and board allows participants to move into a 12-month Psychiatric Technician Program, which includes on the job training at DSH-Napa. Students earn a monthly paycheck while enrolled, attend courses and work as part of the training, receive healthcare and other state benefits while in the program, and have employment guaranteed at the end of the 18-month program.

Norco College – *Norco, California*

Norco College partners with Eibach Inc., a global leader in high-performance suspension components, for job training and community investment. Eibach was among the first employers to join Norco's earn-and-learn Manufacturing Apprenticeship Program, hiring and training students at its Corona, California facility. Apprentices receive hands-on training while enrolled in academic courses aligned with industry-recognized competencies such as Computer Numerical Control (CNC) operation, industrial safety, and quality control. The program boasts a strong completion rate, with many participants transitioning to full-time roles. Notably, Eibach has remained engaged even when not actively hiring, reflecting a sustained commitment to workforce development. Beyond job training, Eibach contributed \$100,000 to launch the district's first apprenticeship-specific scholarship endowment, reinforcing their investment in the region's economic mobility. Eibach has become a model employer partner, combining hands-on training, mentorship, financial support, and civic engagement to strengthen both students and the region's manufacturing workforce.

Palau Community College – *Koror, Republic of Palau*

Palau Community College has a number of public sector partnerships, including agreements with Palau Ministry of Health and Human Services, Palau Ministry of Justice, Palau Ministry of Education, and Palau Ministry of Agriculture, Fisheries and Environment. Each of these programs involve internships, curriculum development, and instructional programming support. The college provides relevant skills and training in these areas, and the public offices provide materials, equipment, instructors, and mentors.

Palo Verde College – *Blythe, California*

Palo Verde College partners with NextEra Energy for internship programs, customized workforce training, curriculum development, and direct hiring of graduates. The partnership began in response NextEra Energy's development of solar fields in the Palo Verde Valley between 2012 and 2015. Recognizing the growing demand for a local skilled workforce, Palo Verde College engaged with NextEra to explore training opportunities aligned with the renewable energy sector. The college is actively collaborating with NextEra Energy to update and strengthen the existing Photovoltaic (PV) Solar Technician program. Plans are underway to revise the curriculum with a focus on electrical systems and blueprint reading—key skills identified by the industry as essential for long-term success in solar energy careers.

Palomar College – *San Marcos, California*

Palomar College partners with Quantum Design to provide internships and direct hiring of Welding Program graduates. Quantum Design's Weld Shop Lead attended the Welding Technology Industry Advisory Board in the fall of 2023. A former student in the Palomar College Welding Program, she expressed an interest in designing a paid internship program. Together, Quantum Design and Palomar faculty designed a skills test/interview event. The college provides training in TIG welding, oxy-acetylene gas torch, hand tools, power drill, bandsaw, hydraulic press along with resume and interview preparation. Quantum Designs provides on-site coaches to students in the welding internship. Through the internship, welding students get more focused training opportunities that allow them to hone skills and build confidence.

Pasadena City College – *Pasadena, California*

Pasadena City College partners with Kaiser Permanente through internships, curriculum development, and direct hiring of graduates of the Anesthesia Technology program. Kaiser Permanente expressed a need for more Anesthesia Technologists and partnered with the college to lead the talent development pipeline for this occupation in the region. The college's Associate in Science Degree in Anesthesia Technology aligns with this labor market need. Kaiser Permanente supports the design and ongoing updates to the training program to ensure students are fully prepared for gainful employment upon course completion.

Porterville College – *Porterville, California*

Porterville College partners with the Workforce Investment Board of Tulare County in support of and engagement with instructional programs. This longstanding partnership provides direct financial support for students in specific vocational programs. The college coordinates with the Workforce Investment Board on compiling earnings and placement information of graduates.

Reedley College – *Reedley, California*

Reedley College partners with both Caterpillar Inc. and Quinn Company to provide heavy equipment mechanics and operation training. These long-standing collaborations result in the direct hiring of graduates. By including these partners on their advisory board, the college makes sure to meet the needs of local industry.

Rio Hondo College – *Whittier, California*

Rio Hondo College has partnered for more than fifty years with Southwest Carpenters Building and Trades, the Joint Apprenticeship Trust, and the Operating Engineers Training Trust. These apprenticeships provide students with training in skills related to current craft, and health and safety in carpentry, heat and frost, and operating engineering. The college updates training, as needed, and the partner organizations provide instructors with resources and equipment needed to provide the courses required for each student to be able to journey out. This includes tools and other necessary equipment.

Riverside City College – *Riverside, California*

Riverside City College partners Acorn Technologies for internship/apprenticeship programs and direct hiring of graduates. Responding to industry need, the college supplies Computer Information Systems curriculum, soft skills training, and job preparedness training. The college collaborates with Acorn Technologies through quarterly advisory committee meetings. Providing mentors and resources for apprentices, Acorn Technologies is a valuable industry connection for program graduates.

Saddleback College – *Mission Viejo, California*

Saddleback College partners with Amazon for customized workforce training. By reaching out to Amazon, Saddleback College was able to identify a need for training in Lean Six Sigma, a business philosophy that aims to enhance efficiency and reduce waste in manufacturing and service industries. The college provides subject matter experts who train in topics that meet specific employer needs and close skills gaps.

San Bernardino Valley College – *San Bernardino, California*

San Bernardino Valley College serves more than 200 students annually in formalized workforce partnerships. One such collaboration is with BMW. This internship/apprenticeship program resulted from outreach from the college. The college's Automotive Technician Training Program Department offers courses designed to provide the skills and knowledge required for immediate employment.

San Diego Mesa College – *San Diego, California*

San Diego Mesa College partners with San Diego County Health and Human Services for a clinical partnership based upon strong professional relationships Mesa College faculty have established with key leaders in the local healthcare industry. San Diego County Health and Human Services provides supervised onsite professional practice experience (PPE) for Health Information Management students. This supervised, onsite training allows students to apply classroom theory directly to real-world settings in the health information field. The PPE emphasizes the development of key workforce competencies, including the application of management principles, ethical decision-making, professional conduct, and critical self-reflection related to career planning. Students collaborate with instructors and site managers to design and complete projects that address the needs of the local HIM community, further aligning their academic training with industry demands.

San Diego Miramar College – *San Diego, California*

San Diego Miramar College partners with both Alaska Airlines and Delta Airlines for internship/apprenticeship programs and direct hiring of graduates from their Aviation Maintenance Technology program. The college provides FAA-regulated training to ensure students are qualified to take and pass the required exam to become A&P (Airframe and Powerplant) Mechanics.

San Jose City College – *San Jose, California*

San Jose City College partners with Pacific Gas & Electric (PG&E) through PG&E PowerPathway, a nationally recognized workforce development training program. Offering entry certificates in Gas Operations, Electric Operations, Vegetation Management, and Damage Prevention, the college connects students with job placement and exploration.

Santa Ana College – *Santa Ana, California*

The Criminal Justice Academies (CJA) at Santa Ana College has one of the finest reputations for law enforcement training in the nation, developing and maintaining strong law enforcement training partnerships within the criminal justice community. The college has been affiliated with the Orange County Sheriff's Department since 1970 and provides training not only in the Basic Academy but also in many other advanced officer training classes. The CJA offer a variety of training courses available to individuals considering a career in law enforcement with its Basic Training opportunities, primarily at the Orange County Sheriff's Regional Training Academy, located in Tustin. The CJA also offers training courses for current law enforcement officers through its Advanced Officer Training, typically at the Sandra Hutchens Regional Law Enforcement Training Center, located in Orange. Between 17,000-20,000 individuals participate annually including: sworn police officers; deputy sheriffs; district attorney investigators; campus law enforcement and security officers; individuals with an interest in criminal justice; code enforcement officers; beaches and parks security staff; reserve police and deputy sheriff's; probation officers; and civilian and sworn custody officers.

Santa Barbara City College – *Santa Barbara, California*

Santa Barbara City College partners with a number of public/government entities, including the County of Santa Barbara, the Santa Barbara District Attorney's Office, and the Naval Surface Warfare Center (NSWC). Each program provides internship and apprenticeship opportunities. In an agreement with the NSWC, the U.S. Navy provides instructors, resources, and equipment for hands-on training in their state-of-the-art makerspace facility known as Fathomwerx.

Santa Monica College – *Santa Monica, California*

Santa Monica College partners with Global Entertainment Marketing Academy of Arts and Sciences (GEMA) for customized workforce training and job placement support. The college supplies on-air promotions training for a select group of diverse students who are then assisted by GEMA with direct placement into industry jobs in Los Angeles and beyond. GEMA, formerly ProMax, assists faculty with the development of industry-relevant curriculum for on-air promotion and provides networking and mentorship for students, along with facilitation of job placement into promotion industry positions.

Santa Rosa Junior College – *Santa Rosa, California*

Santa Rosa Junior College partners with the Fire Foundry and the Marin County Fire Department in a shared mission to increase diversity and opportunity within the fire service by supporting underrepresented groups. Fire Foundry recruits receive foundational and advanced fire technology education at the college, including hands-on training, certifications, and preparation for entry-level firefighting positions. The college provides a comprehensive Fire Academy program that equips students with the skills needed for success in the field. The program boasts a 100% completion rate among Fire Foundry recruits, with employment rates closely matching that figure. Many graduates have been hired as full-time firefighters, including several Fire Foundry members. This partnership continues to serve as a model for inclusive, career-focused public safety training.

Shasta College – *Redding, California*

Shasta College partners with Sierra Pacific Industries, a major regional employer in timber and window manufacturing. This longstanding collaboration began when the company approached the college in search of both recent graduates and incumbent worker training support. The college provides training in Advanced Manufacturing, Natural Resources and Land Management, OSHA Training, Heavy Equipment Operations, Business Management, Forest Technical Registered Apprenticeships, and on-demand incumbent worker training across skills. Sierra Pacific currently sits on workforce advisory committees and was instrumental in the development of the degrees and certificates in all of the above-mentioned disciplines. Sierra Pacific allows the college to utilize private timber land for classes throughout the year and have generously donated funding for equipment purchases over the years.

Sierra College – *Rocklin, California*

Sierra College partners with Placer County for internship programs, customized workforce training, curriculum development, instructional program support, and direct hiring of graduates. The partnership began through outreach from the college to Placer County, with the goal of connecting the college's Business program more closely to public sector career pathways. By engaging with the County, the college was able to explore internship opportunities, align program outcomes with workforce needs, and strengthen the pipeline from education to employment in local government. The college provides foundational and advanced training in accounting, and students gain skills in financial reporting, budgeting, bookkeeping, and the use of accounting software, preparing them for entry-level positions in both the public and private sectors, including roles within county government. Placer County actively participates on the Program Advisory Committee and provides valuable input on curriculum development and training needs. Their feedback helps ensure coursework aligns with current workforce expectations and prepares students for successful placement within their organization.

Skyline College – *San Bruno, California*

Skyline College partners with Kaiser Permanente, Sutter Health, and UCSF Health Systems for a number of Allied Health programs. All three hold positions on the college's Allied Health program advisory boards. The college provides training in Emergency Medical Technology, Surgical Technology, and Respiratory Care Technology. For institutional and programmatic accreditation purposes, health care programs engage with sector leaders to help inform curriculum, ensure up-to-date instructional materials/equipment, and support with professional development of students in the program.

Southwestern College – *Chula Vista, California*

Southwestern College partners with Jamul Casino for customized workforce training, curriculum development, and direct hiring of graduates. The college offers training to enhance students' skills and create workforce awareness, including mock interviews, resume reviews, and networking events. Jamul Casino hosts the mock interview sessions, career panels with employees, shadowing opportunities, and internships that will give students training on the job before graduating. Employment opportunities extend beyond traditional hospitality roles to Emergency Medical Technicians, Cybersecurity, Music Technology, Graphic Design, and Photography.

Taft College – *Taft, California*

Taft College serves 250 students annually through the workforce partnerships across all programs. The college's partnership with Holmes Western Oil Corporation involves direct hiring of graduates, curriculum development collaboration, and support for instructional programs. The college provides welding and energy training courses, and Holmes Western Oil Corporation participates in industry partnership meetings to provide input and feedback to the college in the design and updating of training programs.

West Los Angeles College – *Culver City, California*

West Los Angeles College partners with American Airlines for job placement support, curriculum development, and work-based learning. Additionally, American Airlines sponsors students to participate in a national aerospace competition. The college is approved by the Federal Aviation Administration to provide students with experience in aviation science and theory related to aircraft shop practice, maintenance and repair. Students are prepared for jobs as aircraft maintenance technicians and support personnel. As part of the partnership, representatives of American Airlines serve on the college's advisory board.

West Valley College – *Saratoga, California*

West Valley College partners with Santa Clara County Office of Education to respond to the current teacher shortage through associates degrees, certificates, and training that leads to statewide teacher credentials. The partnership includes internships/apprenticeships and direct graduate hiring. The college customized course and program scheduling to accommodate students and developed certificates to meet critical needs in areas such as Special Education.

Windward Community College – *Kane`ohe, Hawai`i*

Windward Community College partners with Veterinary Technician Employer Partners for direct hiring of graduates. Students are trained with the hands-on skills and knowledge required by the American Veterinary Medical Association. Through employer surveys and advisory board meetings, the college receives input on classes and curriculum and makes adjustments, as necessary. Many of the veterinary partners provide guest speakers for classes and donate supplies.