



2023-2024 SRJC Faculty Staffing Process Narrative Form
SRJC Petaluma and College Skills/Tutorial/Adult Education
Full Time Faculty Staffing Request: Carpentry

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CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS (0 – 10) points

Please address the overall well-being of the Department's programs, the existing faculty's disciplinary expertise in relation to program needs (services, courses), and any plans for strategic growth.

Hiring a full-time, bilingual faculty member to anchor the Carpentry Fundamentals program at the SRJC Construction Training Center represents a commitment to advancing student equity through bilingual vocational training in a family-sustaining career; an investment in a productive and high potential enrollment growth area; and a contribution to rebuilding Sonoma County after years of devastating fires and floods.

There are currently no full-time faculty in the College Skills/Adult Ed Department that can teach Carpentry or any of the construction-related courses. The Department has tried mightily and struggled to recruit Associate Faculty that meet minimum qualifications, possess requisite construction-related vocational skills, and are bilingual in Spanish and English. Hiring a full-time faculty member is realistically the only way to staff the courses for the new bilingual Carpentry Fundamentals program at the Construction Training Center in Petaluma.

At 24 students per class, the FTES/FTEF productivity ratio for the new Carpentry courses is 17.2. This is much higher than most disciplines across the District and meets the productivity goal established in our Long Range Plan for Fiscal Stability.

Finally, we know that enrollment in the Carpentry Fundamentals program will be robust. Construction-related courses in Adult Education had a fill rate of 107% in Spring 2023 and Fall 2023. These students are asking for additional education and training in carpentry. Our community partners such as the Graton Day Labor Center, La Luz Center, Corazon Healdsburg, and Goodwill Industries are also eager to refer students to this new program.

CRITERION #2: STUDENT & STAFFING NEEDS (0 - 10 points)

Please describe how this position will provide necessary FTEF and contract faculty positions to meet the program's FTES demand and contribute to the work of the department. Include information about the program's current enrollment trend in the context of the recent budget climate.

To meet our goal of offering the program in both English and Spanish, the Carpentry Fundamentals program will require 2.21 FTEF in faculty load. Additional Associate Faculty will still be needed to teach other construction-related courses like OSHA 30, Introduction to Plan Reading, Contractor's License Prep, Fire Resilient Landscaping, our Construction Trades survey course, and other supplemental courses like Vocational Arithmetic.

Carpentry Fundamentals Program—Spanish and English Sections					
Adult Ed Course #	Title	Hours	Load (hours x .2658%)	Sections	Total Load %
739	Carpentry Tool Use and Safety	122.5	32.5605	2	65.12
747A	Carpentry 1	140	37.212	2	74.42
747A	Carpentry 2	140	37.212	2	74.42
740	OSHA 10	14	3.7212	2	7.442
Total Program Load					221.41

Besides the inherent challenges in recruiting bilingual Associate Faculty to teach the Carpentry courses (see response under Criterion #1), splitting the courses across multiple Associate Faculty impedes the continuity of instruction. A full-time faculty member is also critical to anchoring the new Carpentry program with large lab facilities, complex equipment, significant materials consumption, and multiple community and industry partnerships.

CRITERION #3: STUDENT EQUITY NEEDS (0 – 10 points)

Please describe how this position will allow the Department or Program to effectively serve disproportionately impacted populations, help students to overcome barriers, and close equity gaps. Include an assessment of the current department or program's ability to serve disproportionately impacted student groups.

The SRJC College Skills/Adult Education Department prides itself in serving disproportionately impacted student populations in Sonoma County, including first-generation college students, undocumented students, and English-language learners. We have a long and successful record of delivering construction-related vocational programs to nontraditional or disadvantaged students, including the new bilingual Fire Resilient Landscaping program anchored at SRJC Roseland.

Governor Newsom recently signed Assembly Bill 1096 into law. AB 1096 permits community colleges to offer Spanish-language instruction without a mandated ESL requirement. This will greatly expand SRJC's ability to teach classes in Spanish, including in the new bilingual Carpentry Fundamentals program.

The Carpentry Fundamentals program is built around educational access and socioeconomic equity. The courses can be offered in the evening or on Saturdays so that working students can attend. Workplace safety and workers' rights are embedded into the course outlines of record. Construction math is contextualized through project-based learning so that students can "learn by doing." Finally, SRJC has employers in the construction industry eager and ready to hire graduates from this exciting new program.

Carpentry will anchor the College Skills/Adult Education Department presence at the Construction Trades Center. As students gain professional experience in the workforce, they can return for additional education. Students interested in growth opportunities like becoming a supervisor, or getting their General Contractor's license and starting their own business, will find the education and support they need. The Construction Training Center will provide students with a ticket to the middle class, beginning with the Carpentry Fundamentals program.

CRITERION #4: DISTRICT, STATE, & SOCIETAL PRIORITIES (0 - 10 points)

Please address how this position will support District priorities, statewide initiatives, and societal well-being.

Housing. Housing. Housing.

Building new housing stock in Sonoma County is a socioeconomic and moral imperative. Affordable housing is critical to ensuring that teachers, nurses, firefighters, hospitality and agricultural workers and all other working-class people can afford to live in the community in which they work. Sonoma County has made significant progress on policy changes to encourage more housing development, but the lack of a trained and qualified carpentry workforce remains a major constraint. A 2022 labor market analysis identified over 3,000 annual carpentry job openings in the Bay Area and over 600 in the North Bay. SRJC can and will address this workforce shortage with our new Carpentry Fundamentals program.

Carpentry is a vocation that can break the cycle of intergenerational poverty by providing a pathway to a family-sustaining career. Median hourly wage for carpenters is over \$30/hour in the North Bay, with many contractors paying much higher. There is upward socioeconomic mobility in carpentry and the construction trades. Carpentry workers can move from rough carpentry to finished carpentry; can start their own businesses; and can become General Contractors.

After the 2017 firestorm devastated Sonoma County, SRJC received an \$11M Federal grant for the new Construction Training Center in order to train a workforce to rebuild. Corporate and private donors have contributed over \$500,000 for equipment, supplies and student support. Hiring a full-time, bilingual faculty member to anchor the new Carpentry Fundamentals program will demonstrate SRJC's investment in this project and our commitment to rebuilding our community.