

PROFESSIONAL ADVANCEMENT in CALIFORNIA COMMUNITY COLLEGES



YOU YESTERDAY, YOU TODAY, YOU TOMORROW

- ▶ California Community College Workforce
- ▶ Retirees
- ▶ New and Existing Positions
- ▶ Pathways for Growth
- ▶ Successful Journeys
- ▶ Your Path

WORKFORCE OVERVIEW

- ❖ The California Community Colleges (CCC) are the largest higher education system in the world.
- ❖ There are 114 campuses and over 2.9 million students.
- ❖ The CCC Chancellor's Office indicates that as of fall, 2016 there are 90,634 permanent employees statewide.
- ❖ SAC & SCE have over 3,000 employees in full-time and part-time positions.

RETIREEES

- Employees in the **California Public Employees Retirement System** have an average retirement age of 60 to 61.
- Teachers, who are in a different public pension system, retire at 62.
- The academic faculty members in the **University of California** system hold on the longest—until the age of 63.
- If we put it all together, in the state's three largest public pension systems, the average worker retires at about age 60.

RETIREES

- For SAC and SCE, 26% of our staff are 55 or older.
- Since July of 2016, RSCCD has had 51 retirees, with the majority, or 41, retiring from SAC.

NEW AND EXISTING POSITIONS

- There is a growing trend of retirees in higher education and the workforce as a result of aging baby boomers.
- There are positions that are and will be available for those that prepare for the future.
- Succession planning is a joint opportunity for the organization and employee.

PATHWAYS FOR GROWTH: The Organization

- ❖ Develop strategies for succession planning.
- ❖ Promote advanced degrees.
- ❖ Increase participation on campus-wide committees.
- ❖ Develop two-way mentoring programs: pair up more experienced employees with less experienced employees.
- ❖ Exercise workforce assessment, documenting, and identifying critical knowledge held by existing employees.

PATHWAYS FOR GROWTH: The Organization

- ❖ Develop employee communications, observations, new systems and adopt technology.
- ❖ Increase professional development opportunities.
- ❖ Encourage enlisting in leadership and advancement programs, both on-campus and off-campus.
- ❖ Partner together to examine opportunities that work for everyone.

PATHWAYS FOR GROWTH: The Individual

- ❖ Who are you? Know your strengths and how to maximize them in your current position.
- ❖ What do you want to do? Look around, interview, and determine your areas of interest.
- ❖ Research programs and opportunities that will help you learn, grow and develop.

PATHWAYS FOR GROWTH: The Individual

- ❖ Ensure that you have mentors that will challenge you, guide you, and help you along your path.
- ❖ You are a role model that can help others along the way.
- ❖ Set your goals and realistic timelines.
- ❖ Dive in and take it a step at a time.

SUCCESSFUL JOURNEYS

- Jimmy Nguyen, Classified
- Jose Lopez Mercedes, Faculty
- Dr. Linda Rose, President

YOUR PATH

- ▶ How do you want to serve others?
 - ▶ Administrative, Management, Faculty
- ▶ Why are you choosing this path?
- ▶ What are your goals to begin this path?
 - ▶ Establish five “realistic” goals
- ▶ How will you accomplish these goals
 - ▶ Establish an action plan to achieve your initial goals (1-5) years