Comprehensive Program Review Report

Program Review - Welding

Program Summary

2022-2023

Prepared by: Randy Emery

What are the strengths of your area?: 1) All courses within the welding department have up to date SLO's and PLO's. All SLO's and PLO's have been assessed. All assessments have been reviewed both by instructors and our industry partners. Changes to both SLO's and PLO's have been suggested by industry partners and have improved student success and retention.

2) The expanded facility that the welding program now occupies has allow the program to increase both enrollment and safety for students and faculty. Along with increased useable space the Welding program has received new welding power sources and related devices. These new power sources will be critical to continuous program growth. Our welding program has continued to utilize national data from the American Welding Society to maintain and update core SLO's and PLO's.

3) Our enhanced employer engagement continues to be a strength that will connect Welding students to industrial professionals and future employment. This employer engagement will also be critical to identify and recruit possible new welding faculty as our course offerings expand. This is growing, but is also an challenge to get more employers to engage with the COS welding program.

4) The Welding program's close connections with the American Welding Society has been a past strength and will continue to be a key factor in future program development. All welding faculty are AWS members and local Central Valley Section officers. I & T Division Chairman and Welding Department head, Randy Emery has been elected AWS District Director for Central California. This will connect our welding program with educational institutions and employers from multiple regions, throughout the State of California. Mr. Emery's new position will also scale up scholarship opportunities and professional engagements between College of the Sequoias and the American Welding Society.

5) The above strengths have led to solid enrollment growth by shortening our student's pathways to completion. This effort has led to full enrollment of all welding courses and waiting list. This has validated our developing growth plan.

6) The addition of a half time shop technician has added continuity and better management of resources for the Welding program.

7) The Welding program has increased their network of industrial partners by improved outreach. At the core on this outreach is the leadership of lead instructor Randy Emery. Mr. Emery's expanded work with the American Welding Society will ensure industrial relevance to the Welding program and ensure student success improvement.

8) The Welding program has been awarded increased general budget funding that will assist in continuous improvement and growth.

9) Industry demand for skilled trade professionals continues to grow and expand. This increased demand is projected to grow industry wide and will ensure local welding programs will increase enrollment and engagement in the profession.

10) Welding program has already met the 2025 Master Plan goals; 81/4% success rate in 2020-2021, which exceeds the 87% 2025 goal; enrollment goal has also been surpassed with 348 students in 2021 with a 2025 goal of 290.

11) Essential Workplace Skills have been piloted with the ESP (Essential Skills Program) which is a national program. The goal is to load these modules into our LMS/Canvas shell in Fall 2022. The Welding program has led the way in meeting this strategic goal.
What improvements are needed?: 1) Based on high enrollment and increased industry demand College of the Sequoias welding program should increase course offerings. This would require the hiring of an additional full-time welding faculty for the development of an EVENING Welding program. This would allow working adults to access training opportunities and improve their employment and living standards.

2) Employer engagement will be critical to program success and will always need to be scaled up to identify champion employer partners.

3) We have a facility that allows us to teach the science of welding and the beginning of application of that science. We need to be able to train students to
use that technology to its ultimate goal of manufacturing and fabricating usable industry items. For example, we need to move our curriculum to include the ability to work with a customer to do the following things: estimate the cost, choose the right material (type, load capacity and finish), interpret industrial blueprints, cut, bend and shape material to be used, square, plumb and flush pieces of material to be joined, select and apply appropriate
joining process, and then actually fabricate the item.

4) A reliable source of metal for welding practices required by the students' needs to be secured and maintained. Improvement in industry-based material
contributions should be developed and maintained. Increased partnerships between the Welding program and local employers will be critical to achieving
this improvement. This is currently being met by donations and Perkins funding.

5) Improvements are needed in the efforts to attract new Adjunct and full-time Welding faculty. We could improve our welding program with the addition of new faculty educators who are engaged in the current modern welding industry.

6) The expansion of engagement by industrial partnership and related industrial groups that will connect students with employment opportunities. This
improved industrial engagement will lead to continued student placement and future enrollment growth.

7) Continuous improvement must be implemented within the welding program to maintain valid industrial best practices. This effort shall include adopting
new industrial technologies, related tools and equipment. Our program shall continue to base our internal improvements on current data gathered from
various national professional organizations. These organizations include the American Welding Society and the Fabricators and Manufactures Association.

8) Expand curriculum to include more material sciences that related to welding, soldering and brazing. Another expanded curriculum should include basic
fabrication design practices such as mechanical drawing and technical related documents. There are some new courses that need to be developed.

9) Based on Advisory committee feedback an expansion of Essential Skills training is needed to improve student success.
Describe any external opportunities or challenges.: Opportunities:
Easing of the COVID-19 restrictions will provide more productive opportunities to engage with local high school welding programs. These high school relationships will allow new welding student to identify future career opportunities and determine educational pathways.

Industry partnerships cultivated this last year have improved opportunities for our students for job placement after completion of internships during their education. The new facilities are spectacular and have brought the support and interest of multiple new industry partners. The opportunity to continue to evolve the curriculum and expand laboratory practices to include the multiple skills and technology required by industry.

Randy Emery's position as the American Welding Society's Central Valley Section Chairman / District Director as created many opportunities for student engagement in this critical professional organization. Welding instructor Chris Huff has also continued as our American Welding Society's Central Valley Section's Publicity Chairman. This faculty engagement will expose our students

to all professional events and scholarship opportunities supported by our local American Welding Society's Section.

As a result of past engagement between the Welding program and local industry student placement opportunities have expanded. Instructor outreach must be supported and improved to maintain growth of these critical actions.

Challenges:
Community recovery from the current COVID-19 pandemic will continue to be a challenge to the Welding program operations. Our priority continues to be the health and safety for all students, staff and faculty.

Efforts to achieve a sustainable funding formula will make the industry base online learning programs available to more and a greater variety of students in the welding program. Need to provide online AWS Fundamentals of Welding online learning system to all WELD students; currently only provided to cohort students. This will require a budget augmentation. The industry based online learning program added into the instructional base for the welding cohort continues to show student improvement and greater success.

The greatest external challenges are the flip side of the opportunities. That is, industry expects this education program to be flexible enough to offer the changing training that they require for their employees. Flexibility continues to be a challenge.

A final and key challenge that seems to be present every year is building our base of local industry partners. Due to many conditions most, local employers are reluctant to engage in a partnership with education. A strategy is to build apprenticeship programs with key employers, such as Valmetal/US Farms Systems.
Overall SLO Achievement: Students have shown a slight drop in SLO achievement between the 2020-21 and 2021-22 years. (81.4% vs 76.3%) The number of course certificates have shown continuous growth, except the period more effective by COVID-19 conditions, (2019-20). With improvement and awareness SLO achievement will be to focus of the continuous improvement practices of the welding department at COS.

The data indicates 2020-21 has shown an achievement recovery with 74 Awards and 59 recipients being reported.
Changes Based on SLO Achievement: It has been determined that industrial engagement and student success are directly related. This effort will be expanded to include more local industry partners and strategies to connect students to the welding industry. Project based learning, internships and other on the job experiences will be pursued by the welding faculty. This engagement effort will be complemented by securing welding program budget augmentation to permanently implement the AWS "Fundamentals of Welding" LMS for welding cohort students at COS.

This expansion effort will also include more active engagement by trade related organizations including local labor unions and the American Welding Society, Central Valley Section. This will permit regular networking opportunities with other regional community college. This networking process will allow sharing of best practice that will address SLO achievement strategies.
Overall PLO Achievement: Academic year 2020-2021 had 12 AS WELD degrees awarded; 2021-2022 had 6 AS WELD degrees. After analysis, this may be related to the scheduling of electives that is only taught every other year. But if we had a full time evening WELD instructor, an optimal welding schedule could be implemented to allow more AS degree completers. With the constant input from our industry partners, we work to keep our PLO's up to industry expectations to have relevant skills being offered to our students. One key indicator of our PLO high achievement rate and relevancy, has been increased employment of completing students. Our continuous improvement of our PLO's have also led to data supported increases in total awards earned by students over a three-year period.
(See attachment)
Changes Based on PLO Achievement: Our welding program will maintain our continuous improvement approach to our PLO's. and the student achievement results. This effort will be based on a wide variety of industrial input regarding regional best practices. This will include expanding networking with other regional welding programs and promoting the sharing of related resources and practices. These networking and engagement practices will be critical changes to maintaining and growing a professional environment that will provide students with successful outcomes.
Outcome cycle evaluation: The welding department has assessed all courses and reviewed all assessments as listed in trackdat. The evaluations have allowed the welding program to involve our industry partners and have assured that our courses and program have been kept up to date. The welding department will use our culture of continuous improvement to grow faculty curriculum management skills and other best practices.

(UPDATED 8-21-22) RE.
Related Documents:
Awards and Recipients.pdf
FTES_FTEF Ratio.pdf

StudentCitizenshipStatus (2).xls
StudentCitizenshipStatus (3).xls
StudentCitizenshipStatus (4).xls
StudentCitizenshipStatus.xls
Advisory Committee Minutes.pdf
Proposed Future Welding Optimized_Schedule.xlsx

Action: 2022-2023 Increase course offerings for future welding students and shorten pathways to program completions.

Develop an EVENING welding program to attract students who are interested in welding and are only available for evening classes.

Leave Blank:
Implementation Timeline: 2022 - 2023
Leave Blank:
Leave Blank:
Identify related course/program outcomes:
Person(s) Responsible (Name and Position): Randy Emery, Welding Educator, I & T Division Chairman
Rationale (With supporting data):
Priority: High
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Resources Description

Personnel - Faculty - Due to the growing enrollment in the Welding program and all full-time faculty teaching in an overload status. This new faculty resource will be required to accomplish this action. (Active)

Why is this resource required for this action?: This resource is required for this action because qualified full-time Welding faculty will be needed to organize, develop, deliver and maintain this new EVENING PROGRAM.

Notes (optional): Based on industrial and community feedback a large number of potential welding students are working adults. These working adults are not available to take our traditional day time courses.

Cost of Request (Nothing will be funded over the amount listed.):

Related Documents:
Wait List Demand.xlsx
WELD Fill Rate.xlsx
WELD WSCH.pdf

Link Actions to District Objectives

District Objectives: 2021-2025
District Objective 1.1 - The District will increase FTES 2% from 2021 to 2025.
District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.
District Objective 2.4 - Increase the percentage of CTE students who achieve their employment objectives by five percentage points (job closely related to field of study and attainment of a livable wage) and the number of CTE students who successfully complete 9+ CTE units in a single year by 10% from 2021-2025.
District Objective 3.1 - Reduce equity gaps in course success rates across all departments by 40% from 2021-2025.

Action: 2022- 2023 Improve access to training resources and reduce student cost.

Program Review - Welding

Secure permanent funding for AWS "Welding Fundamental of Welding" LMS.

Leave Blank:
Implementation Timeline: 2022 - 2023
Leave Blank:
Leave Blank:
Identify related course/program outcomes:
Person(s) Responsible (Name and Position): Randy Emery, Welding Educator, I & T Division Chairman
Rationale (With supporting data):
Priority: High
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Resources Description

Technology - American Welding Society's Fundamentals of Welding, learning management system is a completely online resource available 24 / 7. (Active)

Why is this resource required for this action?: This resource will allow students to engage in training and learning practices on a more flexible schedule. This will greatly improve student access and allow working students to become more successful in their education experiences. The inclusion of an electronic textbook within the resource will also eliminate textbook cost for enrolled students.

Notes (optional): Budget augmentation to the permanent welding department will be needed. Estimated cost will $6,000.00 per academic year.

Cost of Request (Nothing will be funded over the amount listed.): 6000

Link Actions to District Objectives

District Objectives: 2018-2021
District Objective 1.1 - The District will increase FTES by 1.75% over the three years
District Objective 2.4 - By 2021, Increase the percentage of CTE students who achieve their employment objectives by 5 percentage points
District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.

District Objectives: 2021-2025
District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.

Action: 2022-2023 Expand existing quality control laboratory capabilities with more advanced testing equipment.

Research, determine, purchase and install testing equipment needed to expand quality control training for welding students.

Leave Blank:
Implementation Timeline: 2022 - 2023
Leave Blank:
Leave Blank:
Identify related course/program outcomes:
Person(s) Responsible (Name and Position): Randy Emery, Welding Educator, I & T Division Chairman
Rationale (With supporting data):
Priority: Medium
Safety Issue: No
External Mandate: No

Program Review - Welding

Safety/Mandate Explanation:

Resources Description

Equipment - Instructional - Equipment for consideration will include Weld Coupon Abrasive Cutter, Backstrap Removal Tool, Guide Bend testing Machine and Weld Test Stands. (Active)

Why is this resource required for this action?: The request equipment will be required to be available for direct "hands on" training for welding students. Without these resources this action will not be possible.

Notes (optional): In process quality control training will ensure that program completers have this hybrid training. Professional metal fabricators are expected to have beginning to advanced training in typical quality control practices. This would be eligible for SW 7, if new faculty were hired.

Cost of Request (Nothing will be funded over the amount listed.): 50000

Related Documents:

Weld Quality Control Equipment.pdf

Link Actions to District Objectives

District Objectives: 2018-2021
District Objective 2.1 - Increase the percentage of students who earn an associate degree or certificate (CTE and Non-CTE) by 5 percentage points over three years

District Objectives: 2021-2025
District Objective 1.1 - The District will increase FTES 2% from 2021 to 2025.
District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.
District Objective 2.4 - Increase the percentage of CTE students who achieve their employment objectives by five percentage points (job closely related to field of study and attainment of a livable wage) and the number of CTE students who successfully complete 9+ CTE units in a single year by 10% from 2021-2025.
District Objective 3.1 - Reduce equity gaps in course success rates across all departments by 40% from 2021-2025.

Action: 2022-2023 Research and determine the processes needed to become an American Welding Society, Accredited Testing Facility. (AWS, ATF)

Begin a feasibility study to determine requirements and cost to qualify College of the Sequoias welding program as an AWS ATF.

Leave Blank:
Implementation Timeline: 2022 - 2023
Leave Blank:
Leave Blank:
Identify related course/program outcomes:
Person(s) Responsible (Name and Position): Randy Emery, Welding Educator, I & T Division Chairman
Rationale (With supporting data):
Priority: Medium
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Resources Description

Adjustment to Base Budget - Resource will include an operation budget to maintain records, miscellaneous materials and

annual audit fees. (Active)

Why is this resource required for this action?: Operating cost will be expected to maintain this action.
Notes (optional):
Cost of Request (Nothing will be funded over the amount listed.): 5000
Related Documents:
AWS ATF SPEC.pdf

Link Actions to District Objectives

District Objectives: 2021-2025

District Objective 1.1 - The District will increase FTES 2% from 2021 to 2025.

District Objective 2.4 - Increase the percentage of CTE students who achieve their employment objectives by five percentage points (job closely related to field of study and
attainment of a livable wage) and the number of CTE students who successfully complete 9+ CTE units in a single year by 10% from 2021-2025.

District Objective 3.1 - Reduce equity gaps in course success rates across all departments by 40% from 2021-2025.

Action: 2022-2023 Secure transport for industry donations and program maintenance tasks.

Purchase and maintain a truck to pick up and deliver donations from industry partners.

Leave Blank:
Implementation Timeline: 2022 - 2023
Leave Blank:
Leave Blank:
Identify related course/program outcomes:
Person(s) Responsible (Name and Position): Randy Emery, Welding Educator, I & T Division Chairman
Rationale (With supporting data):
Priority: Medium
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Resources Description

Facilities - A truck capable of hauling industrial materials and equipment between the college, vendors and employer partners. (Active)

Why is this resource required for this action?: To save program operating cost employer and supporter donations need to be accepted. This will require capabilities to pick up valuable items that will benefit the Welding program.
Notes (optional): This resource will be usable by other programs, and this will improve the return on investment for this resource. AG, IM/IA would all benefit from this vehicle, especially since we are increasing program offerings in the new CTE building in Fall 2024.
Cost of Request (Nothing will be funded over the amount listed.): 30000

Link Actions to District Objectives

District Objectives: 2021-2025

District Objective 4.3 - Improve professional development practices District-wide for all District employees to support equity and operational effectiveness from 2021-2025.

Program Review - Welding

Action: 2022 - 2023 Outreach to future students

Plan, develop and increase outreach activities that will promote the COS Welding program to future students.

Leave Blank:
Implementation Timeline: 2022 - 2023
Leave Blank:
Leave Blank:
Identify related course/program outcomes:
Person(s) Responsible (Name and Position): Randy Emery and Chris Huff
Rationale (With supporting data): With the ability to attract more students our enrollment will increase and thus create more degree and certificate completions.
Priority: High
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Resources Description

Equipment - Non-Instructional - A presentation trailer setup to remotely show high school and related groups the equipment and applications of the welding industry. (Active)
Why is this resource required for this action?: With the ability's to organize a presentation trailer work times would be greatly reduced. This would allow for more effective recruiting actions to attracted future students.
Notes (optional):
Cost of Request (Nothing will be funded over the amount listed.): 20000

Link Actions to District Objectives

District Objectives: 2018-2021
District Objective 1.1 - The District will increase FTES by 1.75% over the three years
District Objective 2.1 - Increase the percentage of students who earn an associate degree or certificate (CTE and Non-CTE) by 5 percentage points over three years
District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.

District Objectives: 2021-2025
District Objective 1.1 - The District will increase FTES 2% from 2021 to 2025.
District Objective 2.1 - Increase the number of students who earn an associate degree or certificate (CTE and non-CTE) by 5% from 2021-2025.

Action: 2021/2022 Upgrade existing thermal cutting equipment and technologies for industrial training

Upgrade Plasma and Oxy-Fuel equipment to meet current industry standards

Leave Blank:
Implementation Timeline: 2021 - 2022
Leave Blank:
Leave Blank:
Identify related course/program outcomes:
Person(s) Responsible (Name and Position): Randy Emery, Welding Educator, I & T Division Chairman
Rationale (With supporting data): Regional advisory partners have continuously suggested increased training efforts with a focus on CNC cutting processes. This action will lead to increased employment opportunities for completing students. The successful implementation of this action would also attract existing industrial participants who will seek ongoing training.

Program Review - Welding

Priority: High
Safety Issue: Yes
External Mandate: No
Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2021-2022 08/14/2022
Status: Continue Action Next Year
A new Plasma cutting table and related accessories has been purchased and installed in the COS Welding Lab. Faculty will be participating in training to prepare for implementation of expanding student training sessions and class improvement.
Impact on District Objectives/Unit Outcomes (Not Required):

Resources Description

Equipment - Instructional - Torchmate 4800 (4'x8') CNC Plasma Cutting System
The Torchmate 4000 series CNC plasma cutting systems by Lincoln Electric® are single source engineered plasma cutting tables
developed to deliver exceptional repeatability, accuracy, and precise speed. Rapid delivery and setup time will get your machine
up and running quickly. Our industry-leading support and low operational costs ensure you spend more time cutting projects and
limiting business downtime. (Active)
Why is this resource required for this action?: Budget Augmentation request:

This action represents a continuous need by the industry to recruit new employees with training covering automated thermal cutting processes. Our current thermal cutting equipment is outdate and does not meet current industrial standards for CNC cutting systems.

This resource is required for this action to meet the following District Goals, Objectives and Student Learning Outcomes.

District Goal #1. College of the Sequoias will increase student enrollment relative to population growth and educational and workforce development needs. Workforce development needs for CNC Cutting systems training has been confirmed by the advisory committee.

District Objective 2.1: Increase the percentage of students who earn an associate degree or certificate (CTE and non-CTE) by 5 percentage points over three years.

District Objective 2.4: By 2021, increase the percentage of CTE students who achieve their employment objectives by 5 percentage points (job closely related to field of study and median change in earnings).

District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.

WELD 276, Outcome update: Upon completion of this course students will be able to program, setup and operate a basic CNC cutting system to industrial standards.
Notes (optional): Our current CNC equipment does not meet industrial standards for production equipment and needs constant repair. This upgrade will bring our training capabilities up to current industry acceptable levels.
Cost of Request (Nothing will be funded over the amount listed.): 34000

Link Actions to District Objectives

Program Review - Welding

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Action: 2020 - 2021/ Continued: Provide students with a state of the art welding industry base quality control training

Establish accepted quality control curriculum for the the welding industry and related applications. Design a welding quality control laboratory to be located with-in the existing welding laboratory. Select standard equipment needed to operate a basic welding quality control laboratory. Install needed equipment and obtain all needed training for welding instructors.

Leave Blank:

Implementation Timeline: 2021 - 2022
Leave Blank:
Leave Blank:
Identify related course/program outcomes: Weld 162 #3 At the end of the course students will be able to complete industry developed welding procedures sheets. (WPS)

Weld 181 #5 Upon completion of this course students will be able to interpret the concepts and perform some of the destructive weld testing used by the welding industry.
Person(s) Responsible (Name and Position): Randy Emery, Welding Educator, I & T Division Chairman
Rationale (With supporting data): Regional advisory parterns have continuously suggested increased training efforts with a focus on quality control. This action will lead to increased employment oppourtunities for completing students. The successful implementation of this action would also attract existing industrial participants who will seek ongoing training.
Priority: High
Safety Issue: No
External Mandate: No
Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2021-2022 08/14/2022
Status: Continue Action Next Year
A quality control laboratory space has been established and dedicated to this action. Basic weld testing equipment has been purchased and installed for use. Further equipment purchases are planned to continue advancing the level of training options to meet standard levels of industrial requirements.

Program Review - Welding

Impact on District Objectives/Unit Outcomes (Not Required):

Resources Description

Equipment - Instructional - Quality control training for the welding industry requires very specific technical equipment. To be successful with this action the welding progarm will need to obtain various equipment. This equipment may consist of, Non-Destructive testing devices including, Magnetic Particle testing, Ultra Sonic testing, and related devices. (Active)

Why is this resource required for this action?: Budget Augmentation request:

This action represents a continous need by the industry for quality control professionals. If the action is successful and scaled up, program growth and local industry need will lead to student success.

This resource is required for this action to meet the following District Goals, Objectives and Student Learning Outcomes.

District Goal #1. College of the Sequoias will increase student enrollment relative to population growth and educational and workforce development needs. Workforce development needs for welding quality control training are confirmed by advisory commitee.

District Objective 2.1: Increase the percentage of students who earn an associate degree or certificate (CTE and non-CTE) by 5 percentage points over three years.

District Objective 2.4: By 2021, increase the percentage of CTE students who achieve their employment objectives by 5 percentage points (job closely related to field of study and median change in earnings).

Welding 181 #5: Upon completion of this course students will be able to interpret the concepts and perform some of the destructive weld testing used by the industry.

Notes (optional): Equipment purchases will be based on industry research and advisory committee feedback and suggestions.

Cost of Request (Nothing will be funded over the amount listed.): 5000

Link Actions to District Objectives

District Objectives: 2018-2021
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