

Community College of Philadelphia

2018-2019 City Council Testimony

City Council President Darrell Clarke and Distinguished Council Members:

Thank you for providing me with an opportunity to speak to you today. Last November, a young African American man raised by a single mom near 23rd and Diamond streets was named the first-ever Rhodes Scholar for Community College of Philadelphia and Temple University.

His name is Hazim Hardeman, and he's just one example of the highly competitive scholar Philadelphia can and does produce.

Hazim grew up just four blocks from Temple; his mother found a way to enroll him in a better elementary school a half hour away. Education, he said, has given him the opportunity to lift "the voices of my community."

For the second time in three years, a graduate from the College has won a coveted scholarship to the University of Oxford. Alumnus L. Larry Liu won two prestigious scholarships from the Jack Kent Cooke Foundation—one in 2012 to help pay for his bachelor's degree in Sociology and Economic Policy from the University of Pennsylvania, and the second in 2015 to help pay for his master's degree from the University of Oxford's Lincoln College.

Larry is currently teaching at Princeton University while working on his PhD.

Because I'm the leader of an academic institution, I'm going to talk about our scholastic achievements first. This year, for example, we have six high school students graduating from the College before they receive their high school diplomas. We have also expanded our horizons on a number of other fronts, particularly workforce development. We've increased our collaboration with many partners to improve the training and education of our City's workforce in many sectors from manufacturing to healthcare to early child education. And we've provided technical training to small businesses so they can grow and add employees.

Community College of Philadelphia's initiatives and support systems adapt to diverse learners so students from all walks and stages of life can grow in confidence and acquire skills to achieve their goals. Although Hazim Hardeman started college in developmental classes, he quickly moved up to Honors-level classes and graduated with High Honors.

The nationally acclaimed Guided Pathways model at the College helps to clarify effective paths from entry to credentials with the goal of increased job and transfer opportunities; improved developmental education outcomes, and a redesigned orientation process. It helps students find their right path whether it leads to a job, a career or to the Ivy League.

Dynamic partnerships strengthen learning opportunities for students and expose them to the complexities and richness of the world around them. These collaborations prepare students to

become critical thinkers and innovative creators, thereby preparing them to successfully transition into the workforce, ready to identify solutions to local and regional problems.

Shania Bennett, age 18, is one of thousands of high school students benefitting from our close collaborations with area schools. A high school senior, she will have 30 college credits from Community College of Philadelphia on her transcript when she collects her high school diploma. So far, she has been accepted at 17 colleges and universities including LaSalle University, Penn State University and Hampton University. She is waiting to hear from the University of Pennsylvania.

Dual enrollment programs have many economic benefits as research shows they expand the pipeline of highly skilled talent. Thanks to special funding from the state, a record number of Philadelphia high school students this year took a college class with us before they finished high school. However, that special funding is set to expire soon. With the growing local demand for dual enrollment classes, we will increase college classes for Philadelphia high school students and provide career and academic supports for returning citizens if we receive additional funding this year.

In December, the College requested \$33.4 million from the City's general fund -- an increase of \$3 million over the amount received in FY 2017-2018 -- to support the College's operating and capital budgets. Mayor Kenney's proposed budget adds \$1.5 million, or about half of the additional funds we requested in order to keep tuition as low as possible. Accessibility to higher education is imperative in today's competitive, global economy. We also will direct funds to the programs strategically aligned with local interests, such as workforce training; reentry support; college classes for high school students; the revitalization of neighborhood commercial corridors and a collaborative employment strategy for West Philadelphia.

With numerous Philadelphia-centric initiatives underway, additional public support is necessary to keep tuition rates as low as possible. The additional funding will enable us to continue to complement a variety of local initiatives and maintain programming in support of workforce development. Additionally, it will allow us to further implement our Guided Pathways strategies including enhancement of academic support services.

Furthermore, the immediate upgrade and expansion of academic facilities is essential to provide the quality academic experience the City's students deserve. Our facilities master plan lays out a thoughtful strategy to transform our West Regional Center to a destination site for career, technical and transportation training. It is important that we upgrade and expand the learning commons as well.

Community Colleges were developed with the understanding that the funds for its operating budget would be provided on an equal basis from the State, the City, and from student revenues. This has not been the case for many, many years and the financial burden placed on students has increased dramatically. It has now reached the point during fiscal year 2017-18 where student revenues are providing 55% of the College's operating budget while the State is only providing 24% and the City is only providing 19%. The College has been able to bring down the percentage coming from students from a high of 62.4% (during fiscal year 2013-14) by not raising tuition for three consecutive years coupled with limited additional public funds. In order to maintain its quality programs and services, additional revenues are needed from the College's public funders.

Many students already are struggling to pay for college. According to the Wisconsin HOPE Lab, nearly one in 10 community college students have gone a whole day without eating in the past month. In Philadelphia, we have had reports of students sleeping in cars, yet still attending classes. This year, the Student Government Association established Snack Rack, which collects food items to share with hungry students and their families. For the fifth year, Community College of Philadelphia has partnered with Single Stop USA, a nonprofit organization delivering services to more than one million families nationwide. Single Stop helps our students access state and federal financial resources as well as local community services. Since 2013, the Single Stop's campus office has served 8,000 students and their families — connecting them with tax preparation services, tax refunds and cash and non-cash benefits estimated at more than \$13.5 million. Nearly 4,000 students have received free tax preparation netting them an estimated \$6.5 million in tax refunds.

In keeping with our public mandate, during the upcoming year, we will continue to create programs that support local priorities and initiatives and that expand opportunity in underserved areas across this City including:

- **Power Up Your Business:** As our second year begins, the Northwest Regional Center Peer-Learning program began on April 4th, and it's the largest cohort to date with 23 businesses already at work on new tactical plans and growth strategies for their neighborhood shops and stores. This year, workshops will be expanded to include South Philadelphia, in addition to our Main Campus and three regional centers. A total of 59 businesses and 63 entrepreneurs were served in Power Up's inaugural year, representing 26 zip codes across the City. Approximately 83 percent of the participating businesses were minority owned and 68 percent were owned by women. In 2018, the program will add targeted sector-based business workshops to address specific business challenges. Additionally, workshops will be added specifically for owners of daycares, restaurants, salons, and family-owned businesses. Our new partnerships with community sites will enable us to bring programming into neighborhoods. Another initiative, 10,000 Small Businesses-Greater Philadelphia, which provides training and services for larger, more established businesses, continues to produce graduates whose businesses are landing at the top of the annual list of the City's fastest-growing small companies.
- **Building the Pipeline of Well-Educated Early Childhood Education Teachers:** As Philadelphia and other major cities move to fill early childhood education centers with well-qualified teachers, there has been a growing concern that these efforts might threaten the jobs of those who don't have, or can't afford, a college degree. District 1199C Training & Upgrading Fund, a Philadelphia-based nonprofit, is working with the College on the Early Childhood Education Teachers Apprenticeship program, which places child care professionals on long-term career pathways leading to higher pay, and supports the campaign to provide quality Pre-K education. The apprenticeship program allows full-time child care workers who hold a Child Development Associate (CDA) certificate to earn an associate degree in Early Childhood Education (Birth to 4th Grade). During this two-year program, workers in local child care centers receive 18 college credits for prior on-the-job learning along with mentoring and wage increases as competencies increase. Successful completion results in a certificate from the U.S. Department of Labor, an associate degree and lead teacher certification for Philadelphia-area early childhood education centers. The collaboration now connects 36 apprentices with 20 employers, including nonprofit, for-profit, union and nonunion. "The Early Childhood Education Apprenticeship Program is a game changer," Cheryl

Feldman, executive director of the Training Fund, said. "By aligning with Community College of Philadelphia's associate degree curriculum in Early Childhood Education and combining on-the-job learning competencies and mentors, it creates an accelerated path with the goal of creating a pipeline of highly skilled, degreed teachers."

- **Dual Enrollment:** As part of the College's aim to educate and prepare the city's future workforce, the College enrolled 655 high school students in the fall and 778 in the spring -- the spring increase attributable to a \$1 million grant from the state, now spent. Depending on the program, students either attend free or receive their education at a third of the tuition price. Research has shown that high school students with a college experience are more likely to attend -- and complete -- college. This year, the College experienced two firsts: the first cohort of college graduates from high school and the founding of the Parkway Center City Middle College. Six seniors at MaST Community Charter School in Northeast Philadelphia will earn their associate degrees in business before they receive their high school diplomas. And the Parkway Center City Middle College has yielded a success rate of 100 percent, with all 121 ninth graders retained and the majority able to boast about all the A's on their report cards.
- **The Ophthalmic Technician Proficiency Certificate:** Our partnership with Salus University offers jobseekers a fast track to in-demand employment and supplies the technicians businesses need to provide patient care and many different eye- and vision-related clinical functions. Ophthalmic technicians work under the supervision of an optometrist or ophthalmologist, and perform a variety of eye and vision-related clinical functions. They record patient histories, perform the pre-testing of comprehensive and follow-up eye and vision examinations, conduct various diagnostic eye and vision care procedures, provide patient education, and perform various clinical practice administrative duties. A main component of the program includes hand-on patient care experiences at The Eye Institute (TEI), Salus University's optometric clinical facility. Ten students are in the second class and six graduated from the inaugural year of the program. All students completing the program in 2017 received offers of positions from their externships site.
- **Integral Workforce Partnerships:** In February, Mayor Jim Kenney announced the launch of "Fueling Philadelphia's Talent Engine: A Citywide Workforce Strategy." The Mayor's initiative is easily the most comprehensive effort to educate and train city residents in more than 50 years, and if successful, it will create a unified system that aligns education and job training initiatives to the needs of employers so that more and more of our people can secure jobs that give them a chance at a successful life. As the Mayor made clear, the College will play a vital role in the success of the new Workforce Strategy. And it makes sense for us to do so: Since we opened our doors 53 years ago, we have been the upward ladder for nearly 700,000 students who benefit from our academic offerings as well as our wide-ranging job training and internship programs. In partnership with the Mayor, the City and the Greater Philadelphia business community, we are prepared to do much more. First and foremost, we have aligned the College's Strategic Plan to support the Workforce Strategy with our uncompromising focus on student success, workforce development and readiness, community partnerships, world-class facilities, and sustainability. We are working with the City to align both credit and non-credit programs to the key sectors of the city's economy; in other words, focusing on where the jobs are in our economy, and preparing our students to earn them. We have already added a variety of post-secondary training programs with a focus on advanced manufacturing, bookkeeping, health care, and even a new gas distribution pipeline

training program. The College also is working directly with Philadelphia Works to run vocational skills training programs with enhanced literacy and math programs to provide a primer before starting the skills portion of these programs. Additionally, we have seen growth in our relationships with the University of Pennsylvania Health System and UPS. UPS Corporate College enrollments, which include their employees signing up for academic courses utilizing their employer's tuition remission benefits, increased 60 percent over previous years. UPHS enrollments were up 11 percent from the prior year.

- Wistar Institute Internship and Technical Training: Approximately 130 students have completed the 700-hour Biomedical Technician Training (BTT) Program, a partnership with Wistar Institute. Of the graduates, more than half are minorities and seven in 10 are women. As interns, the students typically earn \$10 an hour, and then \$17 an hour as biomedical technicians in the industry. In June, the College partnered with Wistar to announce Pennsylvania's first registered nontraditional apprenticeship in biomedical technician training. An additional 12 students are on track to graduate in August.
- Advanced Manufacturing: The College is in its second year running three Advanced Manufacturing programs in Welding, Computer Numerical Controls (CNC), and Mechatronics. This year, we have 27 students enrolled across all three programs who will complete their training at the end of this academic year.
- Urban Technology Project Computer Support Specialists (CSS) Registered IT Apprenticeship Program and Digital Services Fellows: A public-private partnership by the School District of Philadelphia and Communities in Schools as well as the Community College of Philadelphia provides credit courses in information technology to program participants.
- National Machining and Tooling Association (NMTA) Tri-State Machinist (CNC) Apprenticeship Program: This competency-based program administered by a third party allows small- to mid-sized manufacturers to participate. The College offers shop math and blueprint reading classes. The College now runs a Gas Distribution Pipeline Mechanic Program in conjunction with PECO, PGW, Henkels & McCoy, Utility Line Services and other sub-contractors. So far, two classes have been completed, with 20 students graduating and 12 hired in the industry; another 18 are scheduled to complete their training in May. This program is part of the Collegiate Consortium for Workforce and Economic Development, which also has run classes in Montgomery, Delaware, Camden and Bucks counties.

Student Access, Completion and Equity

Guided Pathways

The College was recognized as a national leader in the community college reform effort known as Guided Pathways. Funded in part by the Gates Foundation and the Lumina Foundation, and with the support of The American Association of Community Colleges, this reform effort involved a reorganization of the College to ensure curriculum alignment between academic programs and related support services. The resulting impact has shown positive trends in graduation rates and retention.

Of the students who entered the College for the first time between Spring 2006 and Spring 2016, 564 have gone on to enroll at an Ivy League institution as of Spring 2017:

Ivy League	
Brown	6
Columbia University	6
Cornell	17
Dartmouth	2
Harvard	35
Princeton	3
University of Pennsylvania	498
Yale	8

Advising: The College shifted resources to hire nine academic advisors in support of our Guided Pathways initiative and student success. We want to add an additional advisor, as preliminary data is promising and indicates these practices are having an impact on retention and graduation.

College Promise: The Community College of Philadelphia Foundation created the 50th Anniversary Scholars Program, which helps create a pipeline of college-ready Philadelphia high school graduates who are able to attend the College tuition free. To date, 735 Philadelphia high school graduates have been part of the 50th Anniversary Scholarship Program. In FY2017, there were 326 awards (not students) totaling approximately \$213,000. In FY2018, as of fall 2017, 320 students were part of the program. Last summer, we awarded approximately \$218,000 in scholarships. This past year, Enon Tabernacle Baptist Church donated \$100,000 to the anniversary fund during its morning service.

Diversity: The new Diversity Certificate Program, created by faculty and led by faculty, is an important milestone in our journey toward inclusivity. It underscores the College's consistent support for having faculty and staff reflect on and improve their cultural competence and understanding of how culture and experiences influence our perceptions, behaviors, and beliefs. The Diversity Certificate Program provides safe spaces for facilitated difficult conversations and hands-on activities that promote inclusion in all levels of our institution. Within our inaugural year, we have offered over 50 sessions that 220 employees have attended and over 40 employees have earned a certificate from attending four or more sessions. We were also recently recognized by Philadelphia City Council in a celebratory resolution! The aim of the Diversity Certificate Program is to offer quality workshops, dialogues and training on issues pertaining to areas of diversity, with an emphasis on racial diversity, to all employees, and to maximize attendance at these events.

KEYS: Naya Williams began her health career as a nurse's aide. With academic and career supports from Keystone Education Yields Success (KEYS) and planning, she advanced into a nursing career, where the starting salary is about \$60,000 a year. KEYS serves promising students who qualified for Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) when they first enrolled in college. KEYS provide tools for

academic preparation, support, career readiness training and more. In May 2017, Naya and three other KEYS participants, graduated with associate degrees in Nursing. All plan to receive their bachelor's degrees; one intends to pursue her masters. In all, 19 KEYS participants received degrees or credentials that year. In 2018, 22 KEYS graduates, a record number, are preparing to walk across the stage at The Liacouras Center at commencement on May 5th.

Reentry Support: The Reentry Support Project provided more than 60 students with resources and services to increase personal, academic and professional growth. Of those students, six have graduated from the College. Students are affiliated with one of the following Reentry Support Project Programs: PACE (Pathways to Academic and Career Excellence), Future Forward (a partnership with the District Attorney's office) and REACH. This year, the program received the Pennsylvania Commission on Crime and Delinquency Byrne Justice Assistance Grant and was awarded the College and Community Fellowship Technical Assistance Grant.

In closing, Community College of Philadelphia will continue to build on its existing successes and implement improvement strategies and cost reductions. The additional funding will enable us to continue to complement the City's initiatives and maintain programming in support of workforce development. Additionally, it will allow us to further implement our Guided Pathways strategies including enhancement of academic support services. And, perhaps, most important, it will enable us to avoid tuition increases.

With the growing local demand for dual enrollment classes, we will increase dual enrollment opportunities for Philadelphia students and provide career and academic supports for returning citizens. These are exciting times for the College and we appreciate your support. Thank you for giving me this opportunity to speak.

Overall, our proposal for a \$3 million increase is reasonable, and it is my hope that you will support this important request.

Community College of Philadelphia

Spending on Capital Purchases; Professional Services; and Supplies, Services and Other Non-Salary Expenses

	<u>FY 12-13</u>	<u>FY 13-14</u>	<u>FY 14-15</u>	<u>FY 15-16</u>	<u>FY 16-17</u>
Sourceable Spending Level	\$5,536,125	\$6,822,535	\$6,656,454	\$7,732,140	\$6,777,839
Minority-Owned - Men	\$425,906 7.69%	\$759,105 11.13%	\$355,063 5.33%	\$669,155 8.65%	\$ 563,385 8.31%
Minority-Owned-Woman	\$873,454 15.78%	\$734,454 10.77%	\$194,054 2.92%	\$322,435 4.17%	\$ 295,026 4.35%
Total Minority-Owned	\$1,299,360 23.47%	\$1,493,559 21.89%	\$549,117 8.25%	\$991,590 12.82%	\$858,411 12.66%
Woman-Owned	\$2,395,498 43.27%	\$2,771,258 40.62%	\$2,615,159 39.29%	\$3,421,841 44.25%	\$ 3,401,209 50.18%
Totals	\$3,694,858 66.74%	\$4,264,817 62.51%	\$3,164,276 47.54%	\$4,413,431 57.08%	\$4,259,620 62.85%