

# **TITLE 5 REGULATIONS: PROPOSED REVISIONS TO COOPERATIVE WORK EXPERIENCE EDUCATION**

**5.5**

## ***FIRST READING, PUBLIC HEARING***

***Presentation:***     *Jose Millan, Vice Chancellor, Economic and Workforce Development*  
                              *Ron Selge, Dean, Career Technical Education*

### **Issue**

This item proposes amendments and technical modifications to the Board of Governors' regulations on Cooperative Work Experience Education, General Work Experience. This shall affect repeatability and the maximum units allowed.

### **Background**

“Internships” have a long and proven history of enhancing educational programs. Integrating work experience into higher education, the University of Cincinnati pioneered in 1906 cooperative education experience, which provides academic credit for structured job experiences, with learning objectives supervised by faculty. The California Community Colleges Board of Governors initially authorized Cooperative Work Experience Education in December 1969 through the adoption of title 5 regulations.

Almost 40 years after the original deliberations regarding California Community Colleges Cooperative Work Experience Education, the workplace and circumstances of work have changed markedly. In response to suggestions by business and industry, faculty and practitioners in the field, deliberations on updates to the title 5 cooperative work experience regulations commenced in Fall 2003. The California Community Colleges Statewide Advisory Committee on Work-Based Learning and Placement studied the existing regulations in the context of the changing needs of the program. Statewide testimony was solicited and proposals were discussed with the Statewide Academic Senate of the California Community Colleges, most notably in dialogue sessions at the Statewide Academic Senate's Vocational Education Leadership Conferences.

The culmination of deliberations on Cooperative Work Experience Education title 5 changes has been a series of Board of Governors actions. Actions updating these sections occurred at the

July 2007 meeting and the May 2008 meeting. A synopsis of those actions is included in this item as attachment 3. This proposed action should be the final element of program modernization, and is a relatively small modification which was inadvertently missed in the prior re-crafting of the pertinent title 5 sections.

The value of Cooperative Work Experience Education (aka “internships,” work-based learning, or field experience) has been documented in the California Community Colleges. Funded by the Chancellor’s Office, Hatchuel Tabernik & Associates published May 10, 2006, their assessment on the influence of work-based learning—internships, extended job shadowing, apprenticeships and cooperative work experience—on the education and earnings outcomes of graduates from California Community Colleges. The full study is available at <http://www.wblconnections.com/Pdf/WBLReport2006.pdf>.

However, significant findings included:

### **EDUCATION OUTCOMES**

- Coop graduates differ from Occupational graduates largely in the type of degree they receive. Coop graduates tend to receive Associate degrees at a higher rate than Occupational graduates.
- Coop graduates differ from non-Coop/non-Occupational graduates in the number of credits received during their academic career. Although both tend to receive Associate degrees, Coop graduates also have more total credits than non-Coop/non-Occupational graduates.

### **EARNINGS OUTCOMES**

- Coop participants exit community colleges with a strong 15-22 percent lead in workforce participation compared to other graduates. By the second year after graduation this gap decreases to a 5 percent lead, and by year three there remains a 3 percent difference in the employment rate of Coop graduates’ compared to that of other community college graduates.
- Coop graduates are 22 percent more likely to maintain stable earnings over three years compared to non-Coop/non-Occupational graduates and 6 percent more likely to maintain stable earnings when compared to Occupational graduates.
- Coop graduates demonstrate consistently higher earnings compared to other graduates. Coop graduates earn 50-71 percent more annually than non-Coop/non-Occupational. Occupational graduates earn 43-58 percent more annually than non-Coop/non-Occupational graduates.
- Thus, Coop graduates earn 17-21 percent more than graduates who participate in occupational coursework alone.

## Analysis

This proposal asks the Board to add the clause “during one enrollment period” to title 5, section 55253(a)(1) as reflected below. Technical revisions for clarity and parallel regulation structure in subdivision (2) are also included.

### **Section 55253. College Credit and Repetition.**

(a) For the satisfactory completion of all types of Cooperative Work Experience Education, students may earn up to a total of 16 semester credit hours or 24 quarter credit hours, subject to the following limitations:

(1) General Work Experience Education.

A maximum of six semester credit hours or nine quarter credit hours may be earned during one enrollment period in general work experience education.

(2) Occupational Work Experience Education.

A maximum of eight credit hours may be earned during one enrollment period in occupational work experience education ~~during one enrollment period up to a total of 16 semester or 24 quarter credit hours.~~

(b) If a college offers only one course in occupational work experience in a given field and that course is not offered as a variable unit open-entry/open-exit course, the district policy on course repetition adopted pursuant to section 55040 may permit a student to repeat that course any number of times so long as the student does not exceed the limits on the number of units of cooperative work experience education set forth in subdivision (a). Consistent with section 58161, attendance of a student repeating a cooperative work experience course pursuant to this subdivision may be claimed for state apportionment.

Without that additional clause, potential students faced a total enrollment cap instead of one that deals with one enrollment period. With the previous consolidation of “alternate” and “parallel” Cooperative Work Experience Education (see *Attachment 1*), this modification is needed. Total enrollment limits remain unchanged.

This modification is supported by the Statewide Academic Senate (see *Attachment 3*). It was also endorsed by the Statewide Advisory Committee on Work-Based Learning and Placement, and endorsed by both the Northern California and Southern California Cooperative Work Experience Education Coordinators groups.

General Work Experience has learning objectives broader than one occupational discipline. For example, it can be used to develop entrepreneurs who are learning “all aspects of an industry” or to incorporate developmental or social skill objectives into internships, which can be useful for integrating veterans into civilian occupations, or parolees into occupations. By contrast, Occupational Work Experience is focused solely on the particulars skills of one occupational area, and slightly more intense enrollments are permitted.

## **Conclusion**

The proposed regulation is presented to the Board for a first reading at this public hearing. We ask that the Board consider any testimony that is offered. It is anticipated that the regulation will be presented to the Board for final action at its November meeting.

# ATTACHMENT 1

## Proposed Revisions to the Title 5 Regulations: Cooperative Work Experience Education

1. Section 55253 of article 4 of subchapter 3 of chapter 6 of division 6 of title 5 of the California Code of Regulations is amended to read:

### **§ 55253. College Credit and Repetition.**

(a) For the satisfactory completion of all types of Cooperative Work Experience Education, students may earn up to a total of 16 semester credit hours or 24 quarter credit hours, subject to the following limitations:

(1) General Work Experience Education.

A maximum of six semester credit hours or nine quarter credit hours may be earned during one enrollment period in general work experience education.

(2) Occupational Work Experience Education.

A maximum of eight credit hours may be earned during one enrollment period in occupational work experience education ~~during one enrollment period up to a total of 16 semester or 24 quarter credit hours.~~

(b) If a college offers only one course in occupational work experience in a given field and that course is not offered as a variable unit open-entry/open-exit course, the district policy on course repetition adopted pursuant to section 55040 may permit a student to repeat that course any number of times so long as the student does not exceed the limits on the number of units of cooperative work experience education set forth in subdivision (a). Consistent with section 58161, attendance of a student repeating a cooperative work experience course pursuant to this subdivision may be claimed for state apportionment.

**Note:** Authority cited: Sections 66700 and 70901, Education Code.  
Reference: Sections 70901 and 70902, Education Code.

## **ATTACHMENT 2**

### **Synopsis of Recent Title 5 Changes Pertaining to Cooperative Work Experience Education**

In addition to non-substantial technical cleanup, the following changes were made.

#### **Board of Governor's July 2007 meeting**

##### **Section 55252, Types of Cooperative Work**

The distinction between "Alternate" and "Parallel" cooperative work experience education was eliminated and these two types have been consolidated.

#### **May 2008 Board of Governors meeting**

##### **Section 55253. College Credit and Repetition**

Section 55253 limits the total number of units of credit students can take in cooperative work experience courses. However, if a college only offers one occupational work experience course in a given field it is possible that students will not be able to accumulate the full 16 semester or 24 quarter units of work experience in that area before repeating the course for the maximum of four semesters or six quarters authorized for activity courses under section 55041. The amendment to title 5 created an exception to the general rule for repetition of activity courses to allow students to take the full number of units of cooperative work experience, which would otherwise be allowed.

##### **Section 55254. Student Qualifications**

Section 55254 establishes eligibility requirements students must meet to be enrolled in cooperative work experience. It was amended to delete requirements related to enrollment in the parallel or alternate plans of cooperative work experience. The first phase of revisions to chapter 6 eliminated the distinction between the parallel and alternate plans but the reference to these plans in section 55254 was overlooked. The amendments resolve this problem.

##### **Section 55255. District Services**

Section 55255 describes services districts are to provide in support of cooperative work experience placements. One requirement is for the District to assign an Instructor / Coordinator (as defined in §53416, Minimum Qualifications for Work Experience Instructors or Coordinators) to conduct an in-person visit with the employer at least once each term. The amendment, which was suggested by practitioners in the field, will allow districts to authorize alternatives to the in-person visit under limited circumstances to be defined in guidelines adopted by the Chancellor.

## ATTACHMENT 3

### Statewide Academic Senate 2009 Spring Session Plenary Adopted Resolutions

**13.02 S09 Cooperative Work Experience Education**  
**Dan Crump, American River College, Occupational Education Committee**

*Whereas,* Cooperative Work Experience Education (CWEE) is a program of education consisting of either supervised employment which is intended to assist students in acquiring desirable work habits, attitudes and career awareness (General Work Experience), or supervised employment extending classroom based occupational learning at an on-the-job learning station relating to the students' educational or occupational goals (Occupational Work Experience);

*Whereas,* Cooperative Work Experience education helps students acquire desired work habits and skill competencies that aid student success in the classroom and the workplace;

*Whereas,* Current title 5 §55253 states that 1) six semester credit hours may be earned in General Work Experience and 2) a maximum of eight credit hours may be earned in Occupational Work Experience Education during one enrollment period up to a total of 16 semester credit hours; and

*Whereas,* There have been requests to raise the credit hours allowed for General Work Experience Education from the current limit of six hours to 16 hours (similar to Occupational Work Experience Education) to better facilitate student and employer needs, which is unanimously supported by the Chancellor's Advisory Committee for CWEE and the intersegmental faculty association, California Internship and Work Experience Association; *and, therefore be it*

*Resolved,* That the Academic Senate for California Community Colleges recommend changing the title 5 limitation for General Work Experience from six to 16 credit hours.

**MSC Disposition:** Chancellor's Office, System Advisory Committee on Curriculum  
**Local Senate Assigned:** Representative to the System Advisory Committee on Curriculum.