Business Program Review CTE Questions (2025) Latest Version

Academic Program Review: (11) CTE Questions : Version by **Ahmad, Manzoor** on **05/04/2025 23:49**

How strong is the occupational demand for the program?
In California there is still great demand for business majors. This is because students graduating with a business degree make great contributions to the economy. Many of them go on into entrepreneurship and bring innovation to their workplaces. The California State University System (https://www.calstate.edu/impact/Pages/benefitting-california.aspx) reports that having a college degree still relevant in our society – about 70 billion dollars are linked to state revenue and student graduation rates. The Department of Labor (https://www.bls.gov/ooh/business-and-financial/home.htm) contains data for business occupations. Business majors with a bachelor's degree can earn $64,330 and 79,880. Professions like accounting and human resources will have between 6 to 8% growth in the next 10 years. They estimate the need for business majors in different capacities to fill 80,000-120,000 jobs in the next ten years. Compton College offers a clear path for transfer, to obtain an undergraduate degree in business currently under a pathways program (Associate in Science for Transfer). There is also a certificate that allows students to gain skills to start entry levels jobs in various areas of the job sector such as office clerks, retail, and office assistants.

How does the program address needs that are not met by similar programs in the region?
One major advantage of students have attending Compton College is affordability. Students can save thousands of dollars getting two-years' worth of units to transfer. There are also various resources available for students in the service area such as loaned laptops, EOPS, pantry services, disability services, mental health, tutoring, and various library services. There are dedicated counselors and instructors helping students develop their skills and getting the knowledge they need to transfer or obtain a certificate. There are also opportunities for networking where students can interact with instructors and peers, guest speakers to enhance their learning experience. A third advantage is that students have the opportunity to have classes available at different schedules that fit their needs. In addition, the student learning outcomes allow curriculum with building blocks to learn theories and principles in business practices. There are other similar programs in the region. However, Compton College has a service area that allows students to attend college in their area, cutting costs on transportation and time.

What are the completion, success, and employment rates for students in the program?
The Compton College data board shows that students who intent to transfer do it so with a success rate between 50 to 89%. Completion and success declines in summer and winters to 0 to 33%. Students pursuing a certificate have higher success rates in regular semesters up to 100%. Currently, Compton College does not track employment rates specifically for students in the business program. However, the data shows that majority of students taking classes at Compton College are doing it for personal growth.

List any licensure/certification exam(s) required for entry into the workforce in the field of study and report the most recent pass rate(s) among program graduates.
There aren't any licensures or exams that students in the Compton College program must take to go into entry level jobs. Students who transfer and pursue an MA degree can become a CPA with special training to obtain a license in the state of California.

Are the students satisfied with their preparation for employment? Are the employers in the field satisfied with the level of preparation of program graduates?
Compton College does not collect data on satisfaction employers have with students' preparation in the program. However, the main concerns brought up were the lack of skills with mathematics and reasoning. Many recent graduates do not have the basic skills to compute basic math and use logical reasoning or problem-solving skills. One important aspect of business is innovation. If students do not possess the skills to figure basic things out and solve basic problems, they are not able to perform according to requirements. Because of this, managers report to have increased experience requirements for entry level jobs. This in turn makes it more difficult for recent graduates to secure work. Another concern is the use of technology in workspaces. First, too many recent graduates do not possess enough skills to use software and emerging technology such as artificial intelligence. This compromises innovation, growth, and profits. There are other issues such as work ethics and respecting company time. However, it is not clear that it is something that needs to be incorporated into the curriculum.

Is the advisory committee satisfied with the level of preparation of program graduates? How has advisory committee input and feedback been used in the past two years to ensure employer needs are met by the program?
Now, there isn't an agreement of satisfaction because there isn't data showing where students are employed and what their level of competence at their current jobs. There are suggestions to create a broker certificate and ensure that students understand the principles of real state. There was also discussion about the need to have a course or subprogram in leadership with different tiers that might include entrepreneurship. There is a need to understand that this type of course would need to be 30% instruction and 70% execution with a lab and coaching. There is also a need to incorporate internships-apprenticeships into the program. This will help students navigate potential employment and become resourceful. Compton College did not have an advisory committee in the past two years. However, faculty in the Business Program will take the suggestions of the advisory committee into consideration to research the potential of incorporating new courses into the program.

CTE 2-year (Advisory) Final Submission: Version by **Ahmad, Manzoor** on **05/04/2025 23:50**

Advisory committee membership list and credentials:
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1. Leo Medina, Professor.
2. Nancy Pecar, Executive Accountant.
3. Jay Petterson, Recruiter.
4. Gary Polk, CEO.
5. Monique Anderson, Project Manager.

Meeting minutes or other documentation to demonstrate that the CTE program review process has met the above Education Code requirement:

Compton College CTE Advisory Committee Meeting
April 2, 2025

Program Name: Business / Business Management / Real Estate

Guided Pathway Division: _____

Participants Sign-In Sheet

	Name	Title	Company/Agency Name	Phone Number	Email
1.	Leo Medina	Professor	ELAC	(323) 493-0391	037medina@gmail.com
2.	Nancy Picon	Acct. Exec.	UPS Bus. Development	562. 966. 4785	npicou@aegmail.com
3.	JAY PATTERSON	Recreation	Leadership	2135138341	
4.	Janette Morales	Counselor	Compton Adult		
5.	GARY POLK	PRES/CEO	POLK INSTITUTE	562/688-2709	GPOLK@POLKINSTITUTE.ORG
6.	Monique Anderson	Project Manager	Tri City Adult Ed	(951)4882976	mla@andersonandersonenterprises.com
7.	Dr. Flor				
8.	Elizabeth Monterroza				
9.					

Discussion Items for Business & Logistics Subcommittees:

Introduction:

The attendees introduced themselves. Each attendee provided a background and why they attended Advisory Day.

How do we prepare students to get a job in this field, and what type of skills and certificate/degree does a student need to work in this field?

Dr. Flor shared that he would like to follow a script but if anyone else has any other thoughts they can chime in. Dr. Flor shared that J. Morales had an idea about creating a broker certificate. J. Patterson shared that it's important that students understand the fundamentals of real estate.

Dr. Flor asked G. Polk for his thoughts. G. Polk shared that business is a failure/team sport. Businesses need support from the CEO and people. EQ is important for businesses. Mission, vision, team, resources, proof of concept are important.

L. Medina – Three Ps are important: passion, product, perseverance is important. Maybe a course/subprogram in leadership with different tiers that might include entrepreneurship.

Dr. Flor – Dr. Flor asked if these skills are teachable?

L. Medina – Yes, but action is needed. 30% instruction 70% execution.

Dr. Flor – Shared that some people are born with these skills.

L. Medina – That's why groups are important.

G. Polk – Shared that he often asks his students is it "to be or about?" "To be" is learning "about" is doing.

L. Medina – Incubators model, which includes lab and coaching

Dr. Flor – Thoughts on integrating internships/apprenticeships in the program?

M. Anderson – Students don't really know what it takes in running and having an internship. Internships help you become resourceful and experience students need to navigate businesses. So yes.

L. Medina – asked Dr. Flor what the goal for CTE programs is?

Dr. Flor- disclosed that he is limited as he is on the way out. He is working with President/CEO and VPAA. Dr. Flor shared that Compton College applied for a grant for solar panels.

L. Medina – shared that employers are important. Organizations are important for students.

J. Paterson – small business is important because it helps the community.

Dr. Flor – provided more information on the grant would help with education but also the air quality of Compton/ Alameda.

Are you offering a paid apprenticeship or internships for students?

Dr. Flor – Asked N. Picon is UPS has internships/apprenticeships.

N. Picon – UPS hires temporary/season that will allow students to gain experience. Informal internships are available. Some are in marketing/sales that segways into a professional experience. Sometimes internships lead to permanent positions.

Dr. Flor – Asked if Compton College had students that want business would small business be open for mentoring students.

J. Paterson – Yes, and some do want to do it because understanding the infrastructure is important. The issue is payment. Other time businesses don't understand the infrastructure. Businesses must also have the expectations.

G. Polk – Big business helps better. At CSUDH allows college credit for internships. Look at labor code for internships. Does Compton have an apprenticeship/internships.

Dr. Flor - Explained that we are trying to bring someone on board, Apprenticeship And Workforce Specialist to meet The Apprenticeship 2030 Commission in California.

G. Polk – What about externship.

L. Medina – provided an explanation of externship which is like job shadowing. Hands off.

M. Anderson – Shared that externship help students with experience.

Dr. Flor – Shared that clinicals somewhat like externships

M. Anderson – Does it depend on who offers it? – was not answered.

G. Polk – public policy is important when considering internships/apprenticeships

What type of equipment do students need to work in this field? Can you predict the job market pertaining to this field? How does new technology, like AI affect this field, and how should the curriculum reflect these changes? Recommendations and insights for a new Logistics Program?

Dr. Flor – asked where do you see the job market in your fields going with AI? How is it impacting?

J. Paterson – going through the roof because now people want to be on their phones. There is a disconnect between businesses, employees, and college.

Dr. Flor – Shared Compton College's experience with Apple Coding.

J. Paterson – Shared that Compton needs to chase small businesses. To apply the skills they learned
M. Anderson – shared her experience. Business did not have communication. They didn't know what they want. There was a disconnect. Businesses can come in to show case. Or students can show case.
J. Paterson – shared that there needs to be a place where they (students/businesses) can connect their needs.
G. Polk – COVID created "remote" that created people that don't want to come into work.
J. Paterson – shared that companies and employees will get by and adjust.
Dr. Flor – asked N. Picon about remote work at UPS.
N. Picon – UPS can work remote.
L. Medina – shared that GIS is important. Understanding literacy will be key. Prompt engineering and AI literacy are where education should be going. Our competitors are the ones who can give you a certificate for taking a course for four weeks. Jobs are going in the route of learning how to navigate AI. Compton College needs machine learning and AI learning.
Dr. Flor – brought up the importance of people's soft skills.