



Madera Community College 2035: Education Plan

Commission Workshop #3
October 22, 2025

AGENDA

Planning Roadmap

Community & College Surveys

Vision, Mission, Values

- Final Draft

Data Discussion

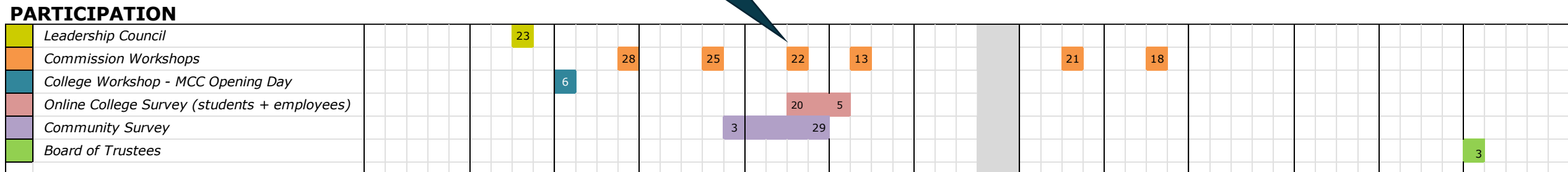
- MCC External Data Scan
- Good News & Gaps

Challenges and Opportunities

Next Steps



PLANNING ROADMAP



Community & College Surveys



COMMUNITY SURVEY

Survey opened October 3rd and will collect responses through the 29th.



Welcome, and thank you for taking the time to share your thoughts!

We'd like to hear from you—your feedback is important and will help us as we develop our next set of collegewide strategic goals. This survey will only take a few minutes, and your responses will remain confidential.

Next

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Gensler

Survey Questions:

- *How would you describe MCC today?*
- *How would you wish to describe MCC in the future?*
- *As we plan for 2035, what do you think MCC should focus on?*
- *What programs are important to serve the workforce labor needs in our community?*
- *How might MCC best connect with you or the community?*

COLLEGE SURVEY

Survey opens this week and will collect responses through November 5th.



English ▾



We are in the process of developing our long-range Madera Community College 2025 Education Plan. This survey provides the opportunity for multiple stakeholders across the College to share their voices, perspectives, and ideas.

The survey takes about 6 minutes to complete. We understand your time is valuable, and we greatly appreciate your participation. Your feedback will inform institutional planning at our College. All responses will be kept confidential.

Next

0% Current Progress 0% 100%

Survey Questions:

STUDENTS:

- *Current attendance : number of classes at MCC and other schools*
- *Educational goals and reasons to choose MCC.*
- *How well MCC's course offerings currently support student needs and areas for improvement*
- *Student Services needs and access*
- *Persistence at MCC*

EMPLOYEES:

- *Main strengths of MCC*
- *Suggested new instructional programs, student services or student activities to better serve students and / or prepare them for the workforce*
- *Areas of opportunity to improve student access, retention & completion*

Vision, Mission, Values – FINAL DRAFTS



VISION – drafts

CURRENT

Madera Community College builds effective partnerships, strengthens communities, and transforms lives.

OPTION 1

***Madera Community College
empowers all students to succeed
in an ever-changing world.***

OPTION 2

***Madera Community College
empowers students to achieve
their goals.***

VISION – updated drafts

CURRENT

Madera Community College builds effective partnerships, strengthens communities, and transforms lives.

OPTION 1

Madera Community College empowers all students to succeed in an ever-changing world.

OPTION 2

Madera Community College empowers students to achieve their goals.

AND TRANSFORM LIVES

TO ENRICH COMMUNITIES

EDUCATION + CAREER

LEARNING + CAREER

PERSONAL, CAREER + EDUCATION

VISION – FINAL DRAFT 10/22/25

Madera Community College empowers students to achieve their educational and career goals.

MISSION – drafts

OPTION 1

Madera Community College....

We **improve/enhance** students' lives through high-quality programs and services that lead to degrees, certificates, transfer programs, and career skills.

We empower every student's **growth/journey/potential/success** through transformative and enriching college experiences.

We offer equitable opportunities within a safe, inclusive, and welcoming environment that fosters **achievement/growth** and empowerment.

We collaborate with community partners to provide meaningful learning experiences and career opportunities.

OPTION 2

*Madera Community College empowers **students' success/our diverse student body** through high-quality programs and services, equitable opportunities, and engaging learning experiences that lead to academic achievement, career readiness, and community impact. We are committed to providing all students a safe, inclusive, and welcoming environment that fosters growth, confidence, and success in this ever-changing world.*

MISSION – updated drafts

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OPTION 2

PREFER

Madera Community College empowers ~~students' success/our diverse student body~~ through high-quality programs and services, equitable opportunities, and engaging learning experiences that lead to academic achievement, career readiness, and community impact. We are committed to providing all students a safe, inclusive, and welcoming environment that fosters growth, confidence, and success ~~in this ever-changing world.~~

MISSION – FINAL DRAFT 10/22/25

Madera Community College empowers our diverse student body through high-quality programs and services, equitable opportunities, and engaging learning experiences that lead to academic achievement, career readiness, and community impact. We are committed to providing all students a safe, inclusive, and welcoming environment that fosters growth, confidence, and success.

VALUES - draft

STUDENT-CENTERED ENGAGEMENT

prioritizing students in every decision, creating meaningful connections through active participation, personalized support, and inclusive practices

ACADEMIC EXCELLENCE

providing high-quality, innovative, and engaging educational experiences that inspire critical thinking, creativity, and lifelong learning

EQUITY + INCLUSIVITY

creating supportive and inclusive environments that foster fairness, remove institutional barriers, and celebrate diversity

CONNECTION

fostering engagement to support meaningful relationships

COLLABORATION

advancing shared goals through teamwork, active participation, partnerships, and diverse perspectives

TRUST + ACCOUNTABILITY

serving students with mutual respect, supportive interactions, and a safe environment while upholding the highest standards of academic and fiscal integrity

VALUES – updated draft

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*BOTH ON CAMPUS +
WITHIN OUR
COMMUNITY*

COLLABORATION

INTENTIONALITY

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TRUST + ACCOUNTABILITY

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CONNECTION

fostering engagement to support meaningful relationships, both on campus and within our community

COLLABORATION

advancing shared goals through teamwork, intentionality, partnerships, and diverse perspectives

TRUST + ACCOUNTABILITY

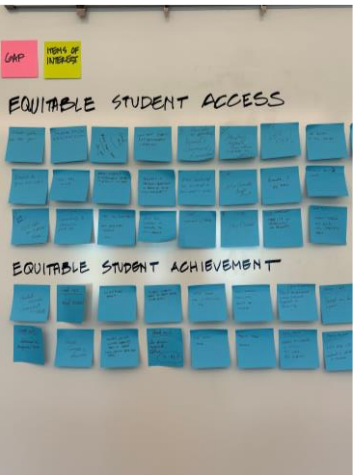
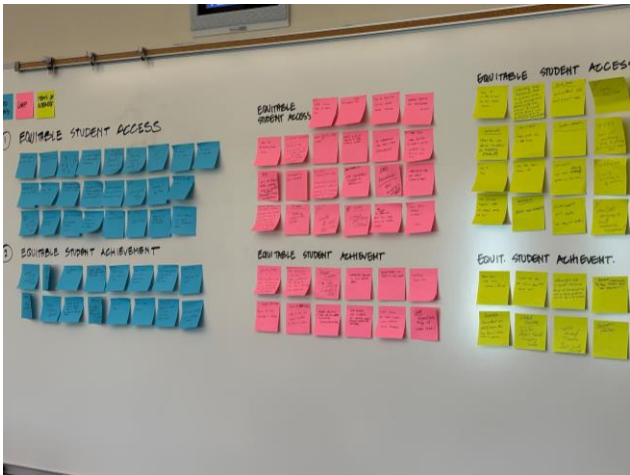
serving students with mutual respect, supportive interactions, and a safe environment while upholding the highest standards of academic and fiscal integrity



External Scan Data

Commission Workshop #2 – Internal Scan Data

September 25, 2025



LOCAL COMMUNITY



Local Community

DISCUSSION TOPICS

As we review the data sets, what are the good news, gaps, and items of interest?



Good
News

Gaps

Interest

Local Community

LOCAL POPULATION PROJECTION

Regional Population Growth

PROJECTED POPULATION GROWTH

	2025 Projected	2035 Projected	Projected Growth
Fresno County	1,024,225	1,067,748	4%
Kings County	153,994	159,201	3%
Madera County	162,101	169,448	5%
Tulare County	484,353	514,105	6%
SCCDD Region	1,824,673	1,910,502	5%
California	39,232,359	40,296,497	3%

OBSERVATIONS

+5%

The projected 10-year growth of Madera County population between 2025 and 2035. This is 2% higher than the projected population growth statewide and similar to the surrounding counties.

Madera County is one of the fastest growing counties in the state.

Source: California Department of Finance, Demographic Research Unit, April 2025

Workforce + Social Mobility

LOCAL POPULATION PROJECTION

Madera County Population Growth by Age

PROJECTED POPULATION BY AGE

	2025 Projected	2035 Projected	Projected Growth
19 or less	48,495	43,982	-9%
20 to 29	23,185	26,406	14%
30 to 39	21,182	22,283	5%
40 to 49	19,557	20,018	2%
50+	49,679	57,061	15%

OBSERVATIONS

14-15%

The percentages that age groups 20-29 and 50+ are projected to grow over the next decade. Residents aged 20-39 are projected to increase by 2-5%, while the number of residents aged 19 or less is projected to decrease by about 9%.

Source: California Department of Finance, Demographic Research Unit, April 2024

LOCAL POPULATION PROJECTION

PROJECTED PUBLIC HIGH SCHOOL GRADUATES BY COUNTY

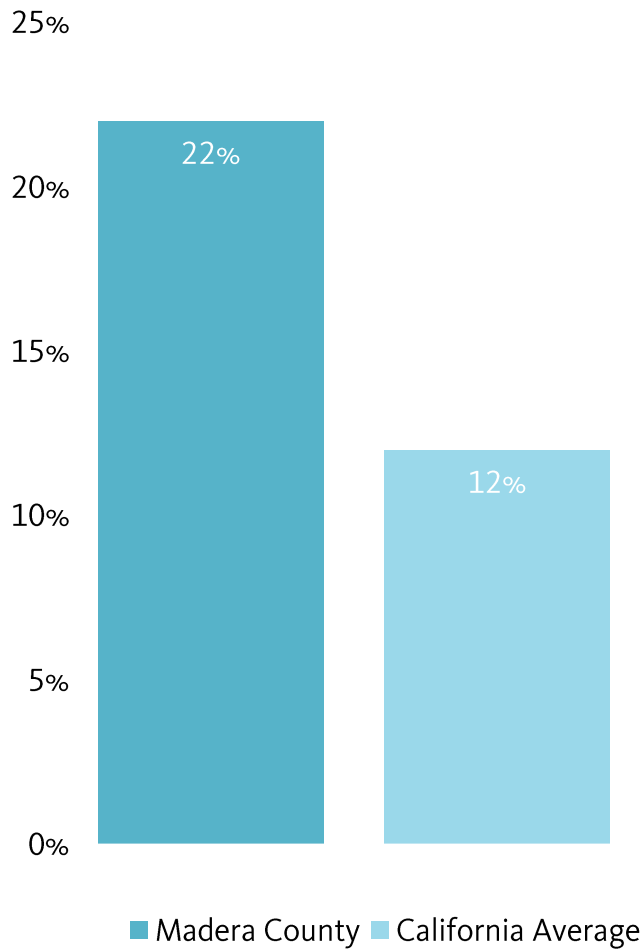
2024-25			2033-34		
Fresno 14,214	Tulare 7,152		Fresno 13,726	Tulare 6,716	
	Madera 2,085	Kings 2,011		Madera 2,243	Kings 1,932

+ 8%

The number of high school graduates is projected to *increase* in Madera County, while the remaining counties in the SCCC Region are projected to *decrease* 3-6%.

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Percent of Madera County Population Living in Poverty



22 %

of the population in Madera County live in poverty.

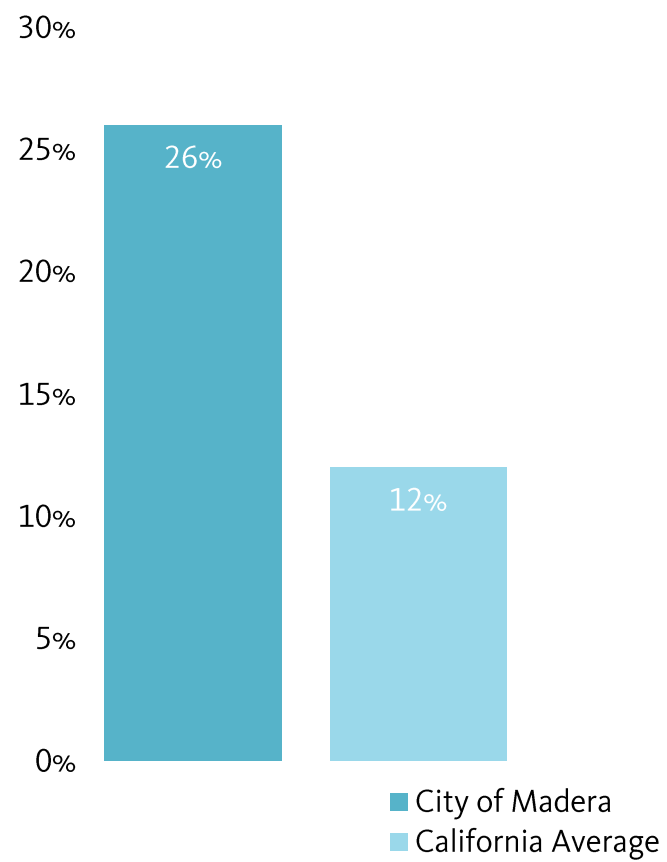
Almost twice the rate of the California average.

Source: Census Community Survey Data

Local Community

CITY OF MADERA: POVERTY LEVEL

Percent of Madera City Population Living in Poverty



26 %

of the population in the City of Madera live in poverty.

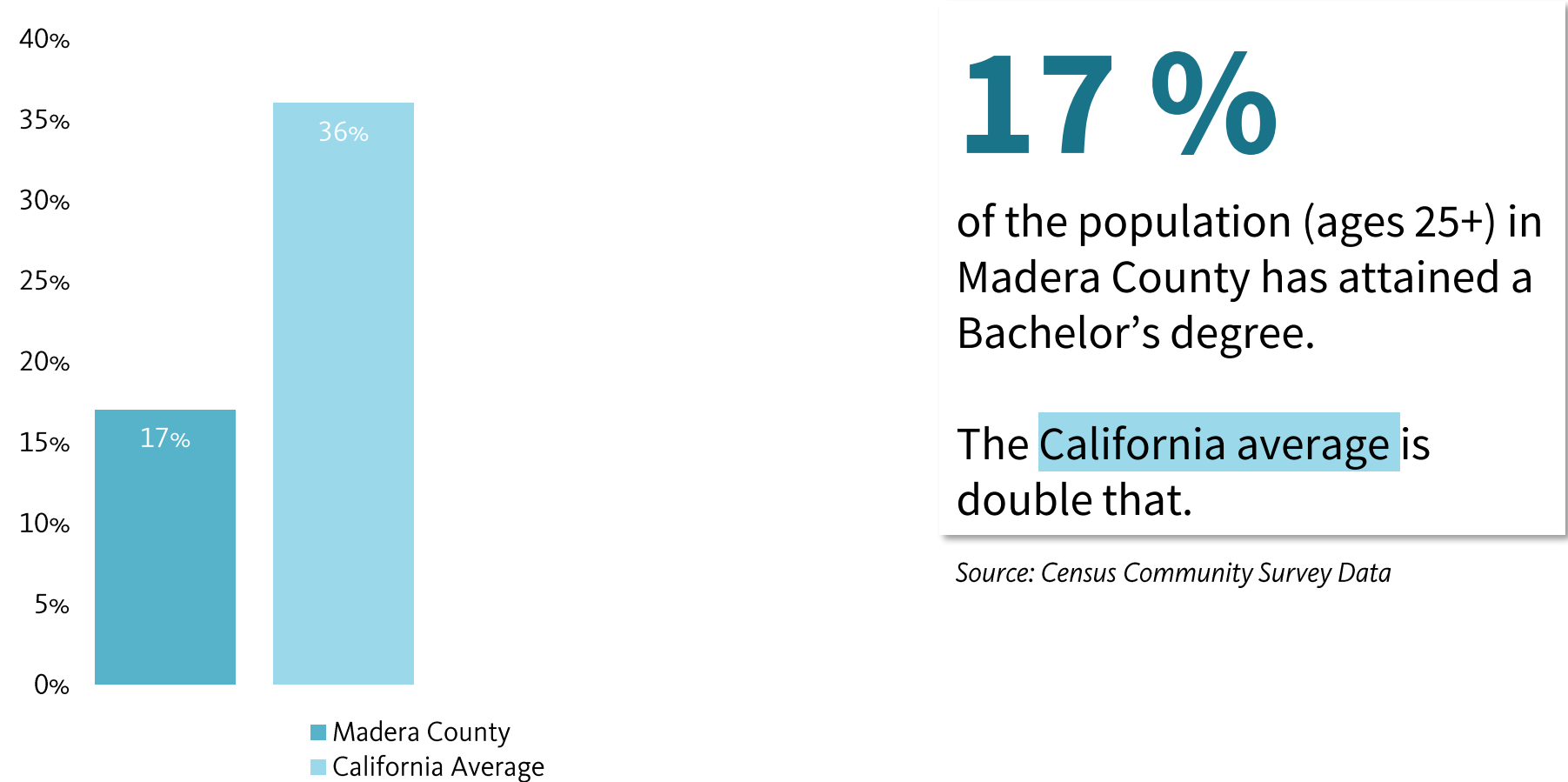
That’s more than twice the California average.

Source: Census Community Survey Data

Local Community

MADERA COUNTY: BACHELOR'S DEGREE ATTAINMENT

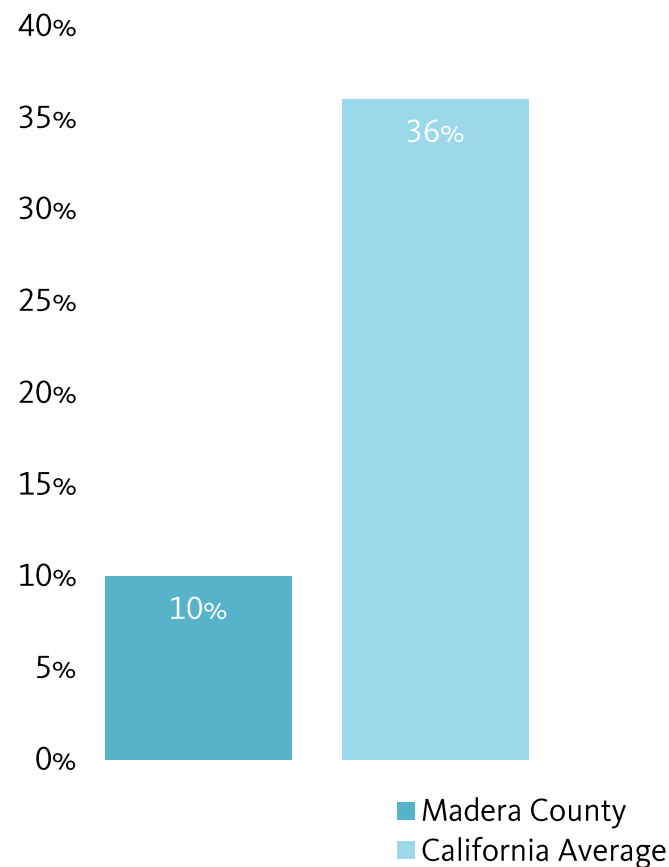
Percent of Madera **County** Population with a Bachelor's Degree



Local Community

CITY OF MADERA: BACHELOR’S DEGREE ATTAINMENT

Percent of Madera City Population with a Bachelor’s Degree



10 %

of the population (ages 25+) in the City of Madera has attained a Bachelor’s degree.

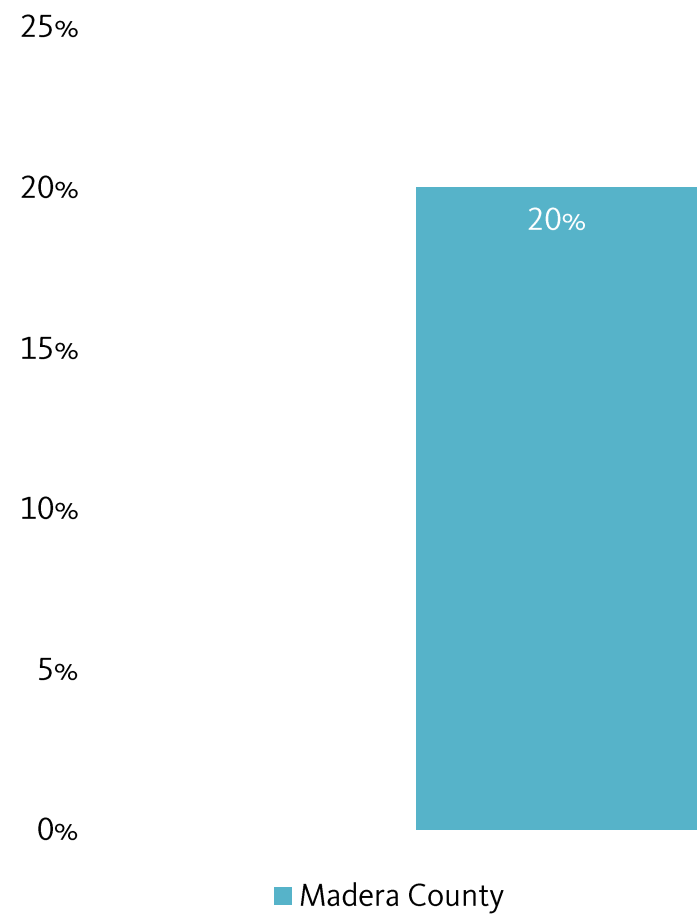
That’s about one quarter of the California average (36%).

Source: Census Community Survey Data

Local Community

MADERA COUNTY: SOME COLLEGE NO DEGREE OR CERTIFICATE

Percent of Madera **County** Population with Some College



20%

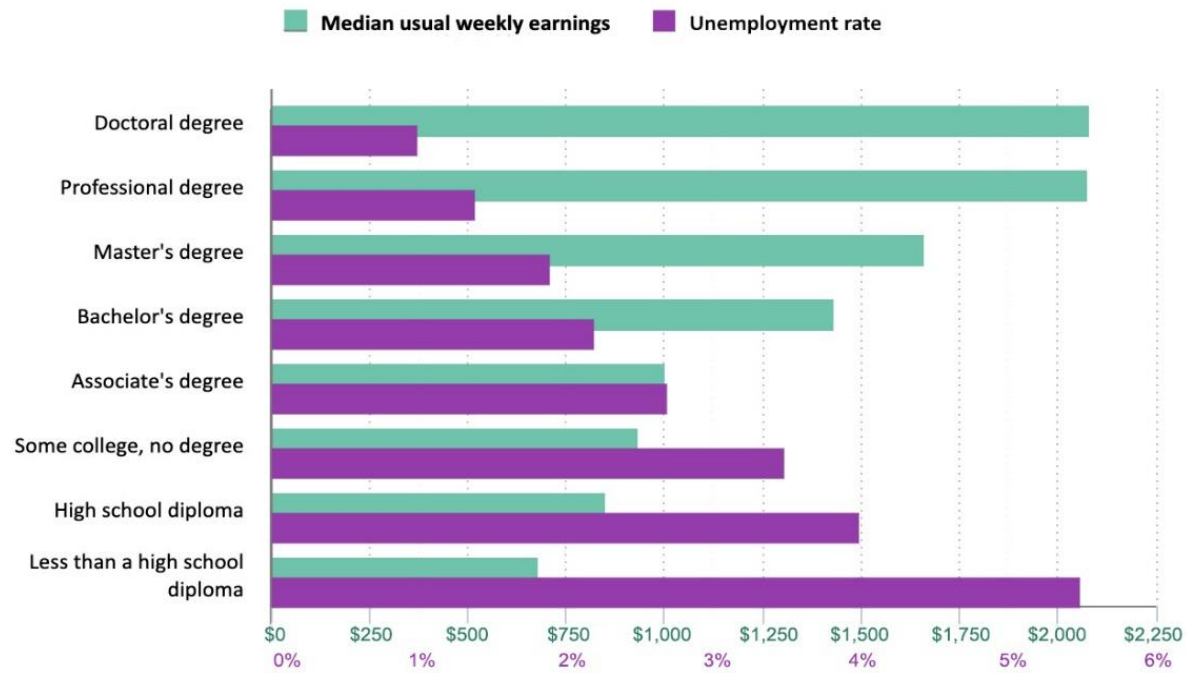
of the population in Madera County (ages 25+) has some college, but no certificate or degree.

Source: CollegeApp; Lightcast

EMSI quote:
“In 2023 there were 808 graduates in Madera County, CA. The pipeline has grown by 100% over the last 5 years. The highest share these graduates come from “Liberal Arts and Sciences” (Associate), Biology (Associate), and Medical/Clinical Cert”

Impact of Education on Earnings and Unemployment

NATIONAL EARNINGS + UNEMPLOYMENT RATES (BY EDUCATIONAL ATTAINMENT, 2022)



OBSERVATIONS

Educational attainment is a predictor of income and employment.

As educational attainment goes up:

- The likelihood of unemployment goes down and
- The likelihood of higher earning goes up.

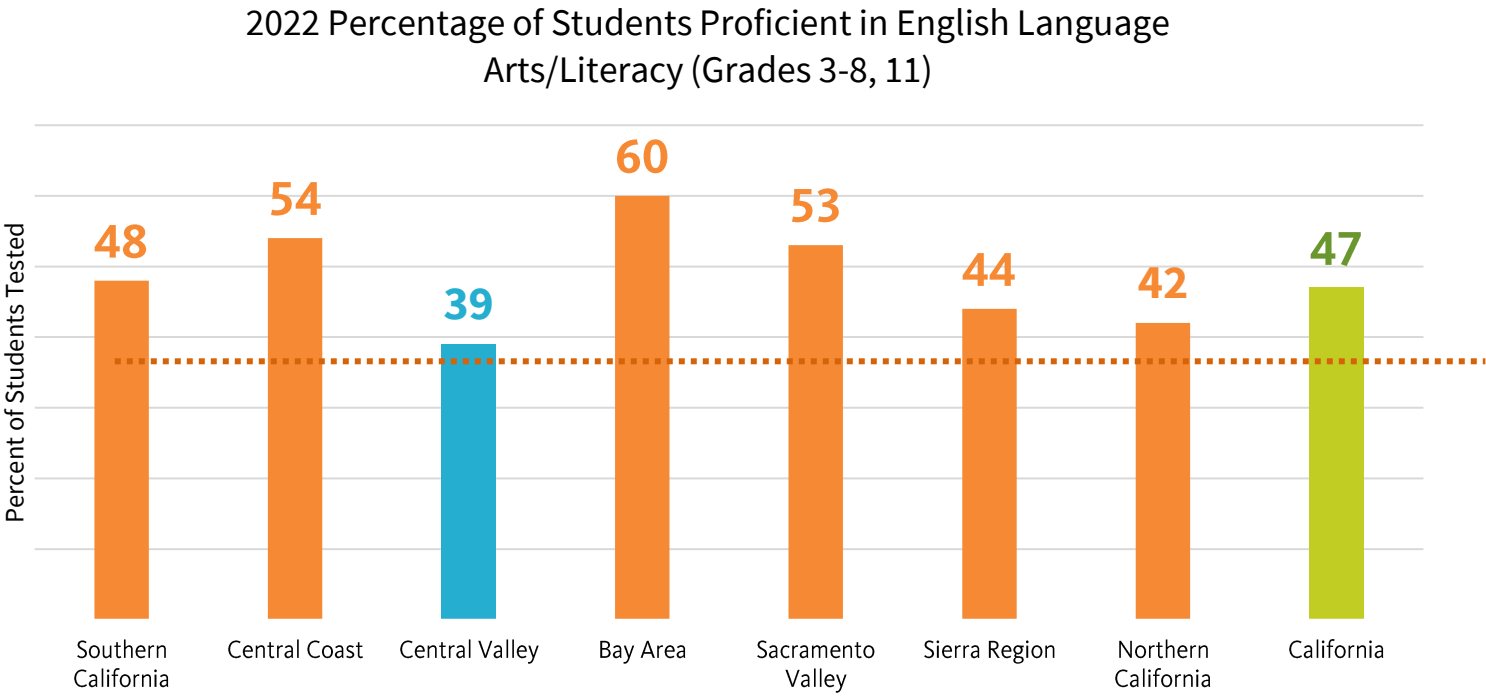
Source: Bureau of Labor Statistics: career outlook/2023
Notes: Earnings are for full-time wage and salary workers.

Local Community

ENGLISH PROFICIENCY

Regional Data

ENGLISH PROFICIENCY BY REGION



OBSERVATIONS

39%

Percent of Central Valley students in grades 3-8 and 11 who are proficient in English, which is the lowest level in the state.

*English proficiency is related to economic mobility, access to high-wage jobs, lower levels of unemployment and underemployment, and greater productivity.**

Source of chart: California Economic Forecast 2022: dot.ca.gov/media
*Source of quote: Nov 2022: ppic.org/publication/english-as-a-second-language-at-california-community-colleges/

Local Community

DISCUSSION TOPICS

What's the good news?
Where are the gaps?
Any items of interest?

Good
News

Gaps

Items of
Interest



LOCAL & REGIONAL LABOR MARKET



Local & Regional Labor Market

DISCUSSION TOPICS

As we review the data sets, what are the good news, gaps, and items of interest?

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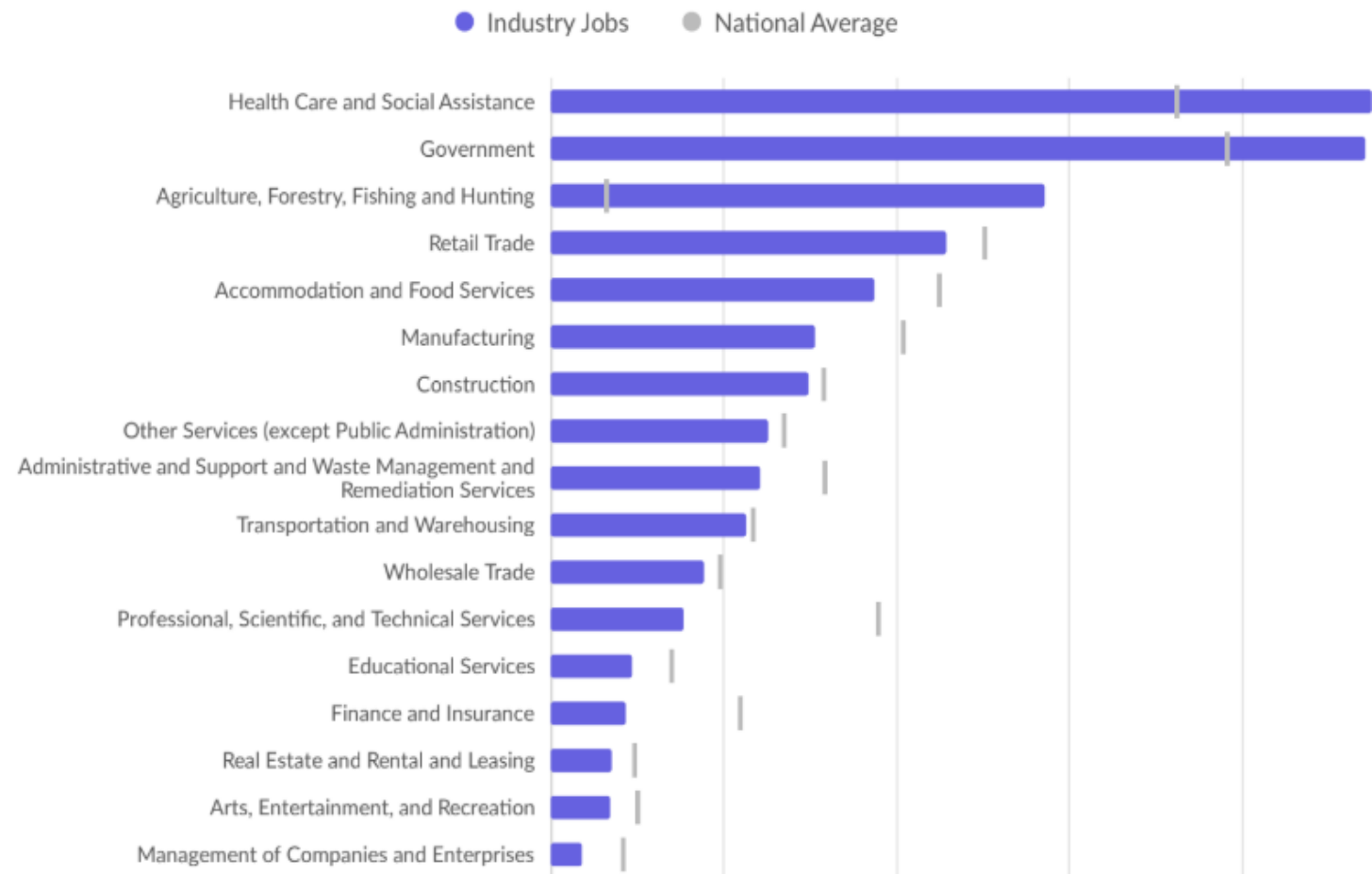
Interest



Local & Regional Labor Market

LOCAL LABOR MARKET

Largest Industries in Madera + Fresno Counties



Top 5 Industries in Madera + Fresno Counties:

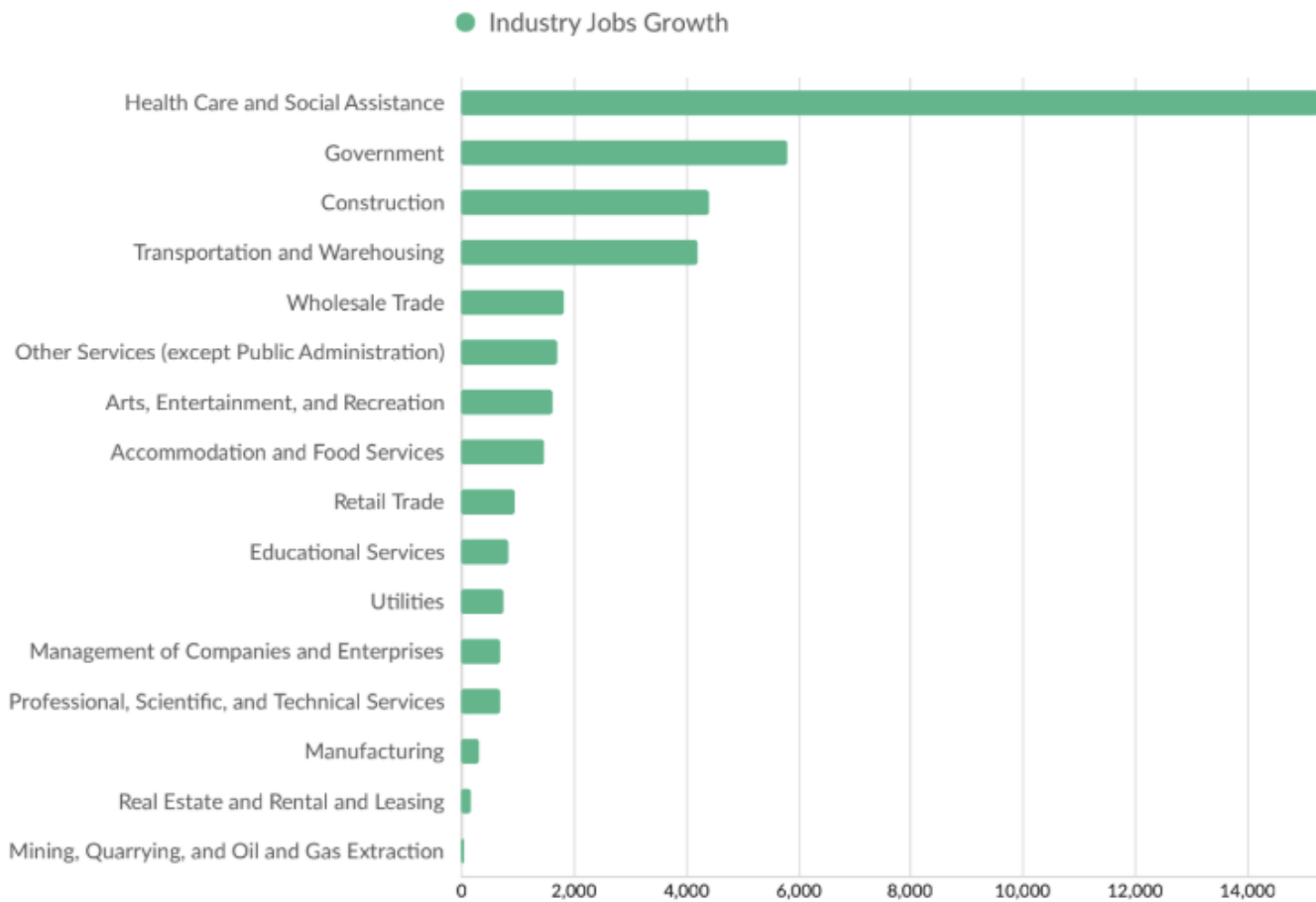
- Health Care and Social Assistance
- Government
- Agriculture/Forestry
- Retail Trade
- Accommodation and Food Service

Source: Lightcast
Note: Madera/Fresno County

Local & Regional Labor Market

LOCAL LABOR MARKET

Top Growing Industries in Madera + Fresno Counties



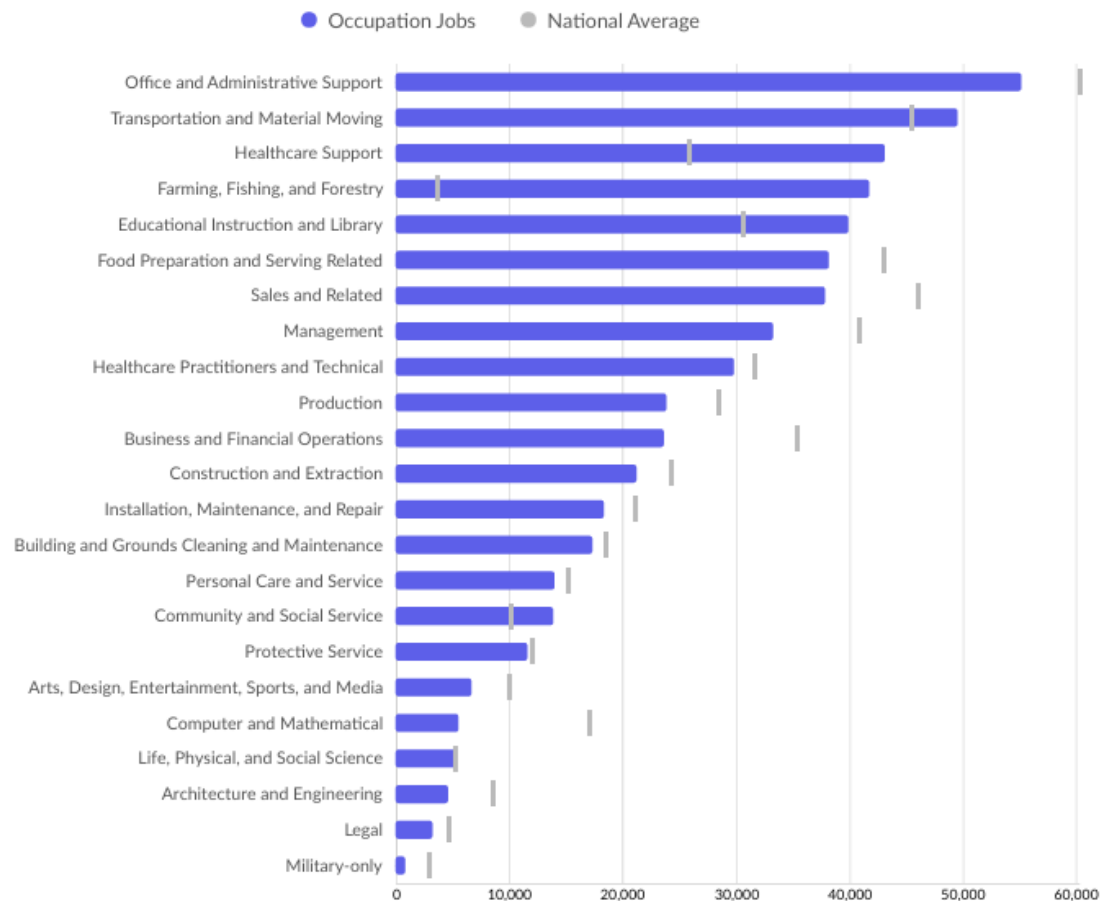
Top 5 Growing Industries in Madera + Fresno Counties

- Health Care and Social Assistance
- Government
- Construction
- Transportation and Warehousing
- Wholesale Trade

Local & Regional Labor Market

LOCAL LABOR MARKET

Largest Occupations in Madera + Fresno Counties



Top 5 Largest Occupations in Madera + Fresno Counties

- Office and Administrative Support
- Transportation and Material Moving
- Healthcare Support
- Farming, Fishing, Forestry
- Educational Instruction and Library

Source: Lightcast Q3 2025 Data Set

Local & Regional Labor Market

LOCAL LABOR MARKET

Top Growing Occupations in Madera + Fresno Counties



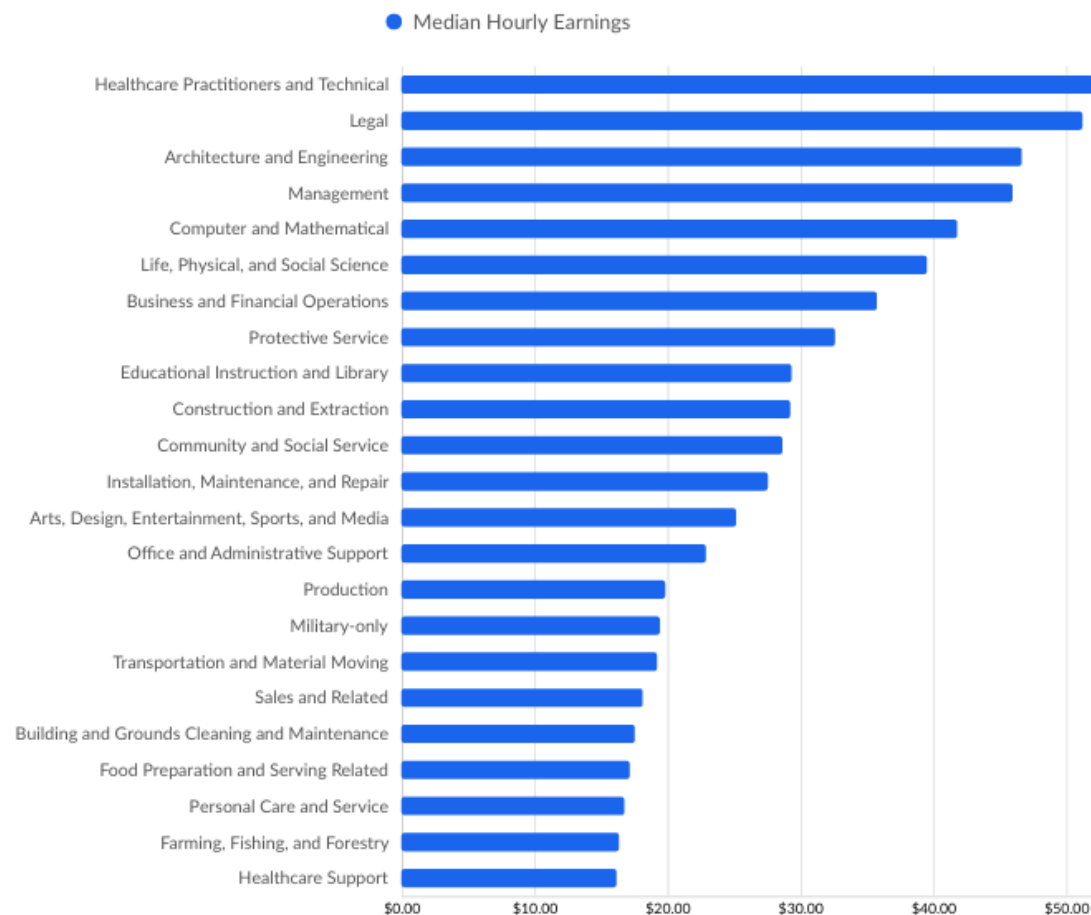
Top 10 Growing Occupations in Madera + Fresno Counties

- Healthcare Support
- Management
- Healthcare Practitioners and Technical
- Business and Financial Operations
- Transportation and Material Moving
- Community and Social Service
- Educational Instruction and Library
- Life, Physical, and Social Science
- Computer and Mathematical
- Food Preparation and Serving Related

Local & Regional Labor Market

LOCAL WORKFORCE

Top Occupations Earnings in Madera + Fresno Counties



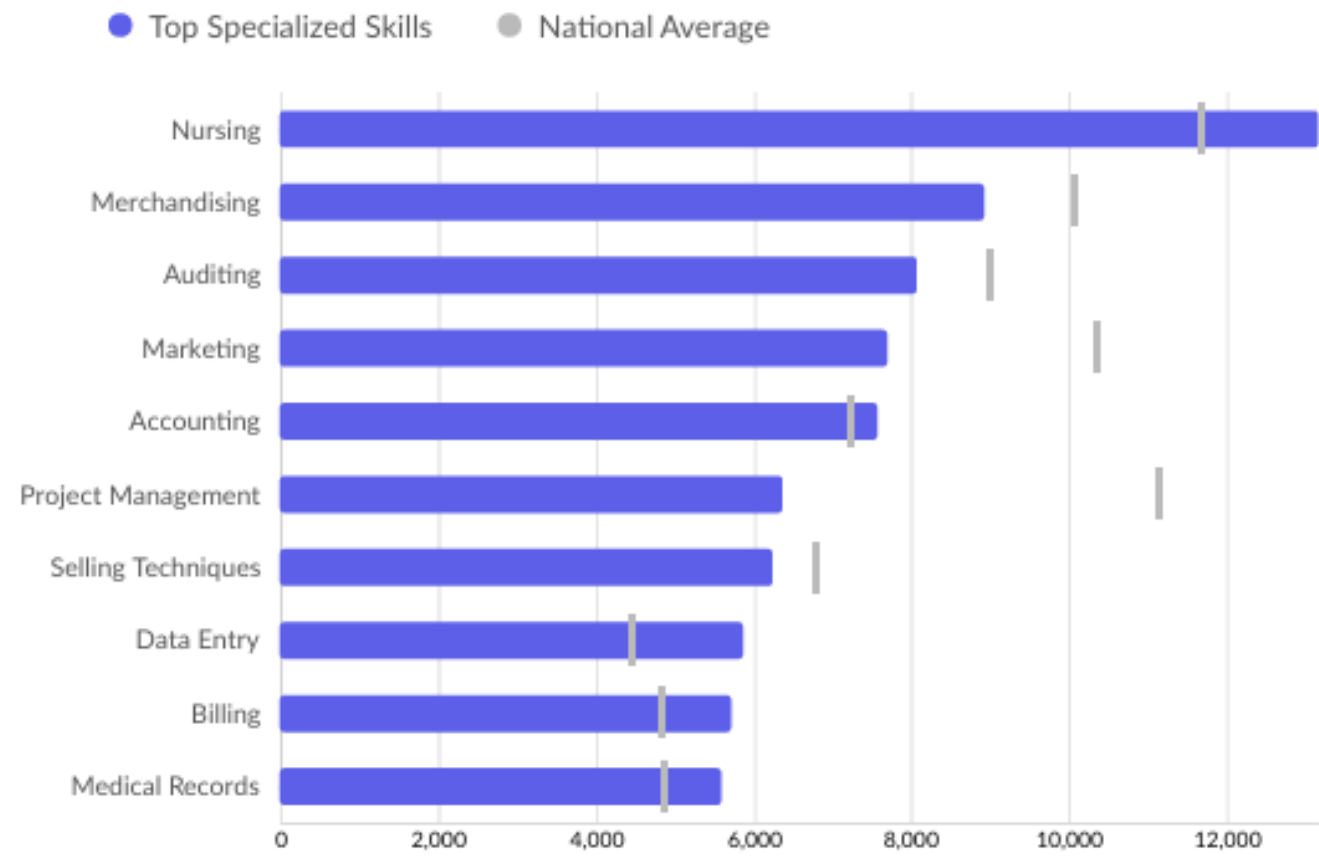
Top 10 Occupations Earnings in Madera + Fresno Counties

- Healthcare Practitioners and Technical
- Legal
- Architecture and Engineering
- Management
- Computer and Mathematical
- Life, Physical, and Social Science
- Business and Financial Operations
- Protective Service
- Educational Instruction and Library
- Construction and Extraction

Local & Regional Labor Market

LOCAL WORKFORCE SKILLS

In-Demand Skills in Madera + Fresno Counties



Top 5 In-Demand Skills in Madera + Fresno Counties

- Nursing
- Merchandising
- Auditing
- Marketing
- Accounting

Local needs for Nursing, Accounting, Data Entry, Billing, and Medical Records skills outpace the national average.

Source: Lightcast Q3 2025 Data Set

Local & Regional Labor Market

LOCAL EMPLOYERS

Top Employers in Madera + Fresno Counties

BASED ON WORKER ONLINE PROFILES

Top Companies	Profiles	Top Companies Posting	Unique Postings
California State University-Fresno	3,875	Community Medical Centers	1,378
Fresno Unified School District	3,704	Community Health Systems Pro...	1,356
Community Health Systems Pro...	1,866	Valley Children's Healthcare	1,050
City Of Fresno	1,798	Fresno Unified School District	926
United States Department of th...	1,728	FullShift Staffing	812
Valley Children's Healthcare	1,657	Soliant Health	794
Fresno City College	1,492	Clovis Unified School District	712
PG&E	1,426	State of California	703
Clovis Unified School District	1,421	California State University-Fresno	656
Amazon	1,367	Central Unified School District	642

From Lightcast:

“Online profiles for workers mention 60,010 companies as employers, with the top 10 appearing on this page. In the last 12 months, 8,231 companies in your area posted job postings, with the top 10 appearing on this page.”

Local & Regional Labor Market

REGIONAL LABOR MARKET

Workforce Gap Analysis Summary

PROJECTED MIDDLE-SKILL ANNUAL JOB OPENINGS, AVERAGE ANNUAL AWARDS, AND UNDER SUPPLY OF WORKERS (GAP), CVML REGION

Occupational Sector	Demand (Annual Job Openings)	Gap	Supply (Average Annual Awards)
Health	30,292	22,870	7,422
Business & Entrepreneurship	13,999	11,238	2,761
Advanced Transportation & Logistics	9,745	7,682	2,063
Retail, Hospitality & Tourism	7,535	5,207	2,328
ICT/Digital Media	7,028	5,774	1,254
Education	6,683	3,893	2,790
Agriculture, Water & Environmental Technologies	6,489	5,086	1,403
Energy, Construction & Utilities	6,002	4,457	1,545
Public Safety	4,583	2,924	1,659
Advanced Manufacturing	4,419	3,124	1,295
Total	96,775	72,255	24,520

OBSERVATIONS

The three sectors with the greatest number of annual job openings also have the largest gaps in workforce supply in the region:

- Health: 22,870 workers
- Business and Entrepreneurship: 11,238 workers
- Advanced Transportation and Logistics: 7,682 workers

Source: 2025 Overview: Central Valley/Mother Lode Region; Center of Excellence, 2025

Central Valley Region Top Occupations

REGIONAL LABOR MARKET

Top Occupations That Require College Below BA + Are Offered By MCC

ANNUAL OPENINGS BY SECTOR

Some College, no degree		Firefighters	290
Teaching Assistants	2,136	Aircraft Mechanics and Technicians	165
Bookkeeping, Accounting, Auditing Clerk	1,782	Phlebotomists	161
Computer User Support Specialist	239	Emergency Medical Technicians	141
Order Clerks	129	Library Technicians	121
Postsecondary Non-degree Award		Associate Degrees	
Heavy & Tractor Trailer Truck Drivers	5,519	Preschool Teachers, Except Special Ed	577
Nursing Assistants	1,507	Paralegals and Legal Assistants	197
Medical Assistants	1,495	Radiologic Technologists/Technicians	166
Automotive Technicians and Mechanics	753	Dental Hygienists	155
Dental Assistants	668	Forest and Conservation Technicians	140
Licensed Vocational Nurses	657	HR Assistants	132
HVAC and Refrigeration Mech/Installers	438	Respiratory Therapists	121

OBSERVATIONS

Of the 28 occupations with entry-level requirements for some college, certificates, or associate degrees, programs at MCC prepare students for eight of these.

Local needs for Nursing, Accounting, Data Entry, Billing, and Medical Records skills outpace the national average.

Source: Top 50 Occupations Central Valley/Mother Lode Region: Centers of Excellence, 2022

Note: Bold = programs at MCC

Central Valley Region Top Occupations

REGIONAL LABOR MARKET

TOP OCCUPATIONS THAT REQUIRE A BACHELOR’S DEGREE

ANNUAL OPENINGS BY SECTOR

Bachelor’s Degree	
Registered Nurses	2,138
Substitute Teachers, Short-term	877
Human Resources Specialists	570
Child, Family, and School Social Workers	518
Market Research Analysts and Specialists	401
Buyers and Purchasing Agents	294
Training and Development Specialists	259
Software Developers	257
Compliance Officers	227
Cost Estimators	227
Logisticians	217
Administrative Services Managers	201

OBSERVATIONS

Almost half (22 out of 50) of the Top 50 occupations in the Central Valley/Mother Lode Region require a Bachelor’s degree.

Offering transfer pathways that prepare students for these occupations could provide an important value to the local community.

Source: Top 50 Occupations Central Valley/Mother Lode Region: Centers of Excellence, 2022

Local & Regional Labor Market

DISCUSSION TOPICS

What's the good news?
Where are the gaps?
Any items of interest?

Good
News

Gaps

Items of
Interest



Challenges & Opportunities



Challenges & Opportunities - STATEWIDE

CHALLENGES

- Increasing student demand for access to learning anytime, anywhere
- Competition for general course enrollment due to the availability of online courses
- Rising employer and student demand for more affordable, time-efficient educational pathways
- Declining public perception of the value of higher education
- Continuing digital divide based on income and location
- Increasing cost of education is impacting student enrollment decisions

OPPORTUNITIES

Strong focus on Vision 2030 – Systemwide commitment to equity in access, success, and support

- Three Strategic Directions
 - *Equitable Workforce and Economic Development*
 - *Equitable Baccalaureate Attainment*
 - *Generative Artificial Intelligence and the Future of Learning*
- Twelve Core Actions (see Vision 2030 summary)
- Demand for workforce skills is growing – increasing emphasis systemwide on Career Technical Education (CTE) program expansion and short-term certificate programs
- California Virtual Campus – Online Education Initiative is growing
- Artificial Intelligence (AI) tools have potential to reshape pedagogy and student experiences

Challenges & Opportunities – REGIONAL/COUNTY

CHALLENGES

- Madera County has one of the lowest education levels in the state
- Madera County has one of the highest rates of poverty in the state
- In Madera County, projected decline in population age 19 or less over the next decade
- English proficiency for students in grades 3-8 and 11 in the Central Valley is lowest statewide
- Expansion of CTE programs throughout regional community colleges

OPPORTUNITIES

- Growing population in the Central Valley, especially Madera County
- Projected growth in high school graduates over next decade
- Strong growth in 20-29 and 50+ age groups over the next decade
- Growing emphasis on CTE programs and short-term certificate programs
- Outreach to promote access to higher education
- Strong growth in higher wage industries/occupations in Madera + Fresno Counties

Challenges & Opportunities – COLLEGEWIDE

CHALLENGES

Program and Schedule

- Lack of flexible short-term credit and non-credit certificates
- Increased competition from online course options

Student Services and Engagement Challenges

- Low student engagement on campus and online

Student Success Challenges

- Low fall to spring persistence rates
- Majority of students enrolled on a part-time basis
- Equity gaps in course success and degree completion rates

OPPORTUNITIES

Student Access

- Foster a welcoming college atmosphere that celebrates diverse student population
- Maintain strong student headcount and enrollment growth
- Expand access at Oakhurst Campus
- Expand access for working adults
- Expand dual enrollment
- Expand distance education
- Expand career technical education opportunities
- Explore innovative learning options
 - *Adult education pathways, apprenticeships, credit for prior learning*
 - *Non-credit courses, skills courses*

Challenges & Opportunities – COLLEGEWIDE (continued)

OPPORTUNITIES

Retention and Success

- Scaling out Guided Pathways framework across both campuses, including student services and instructional disciplines
- Improve student course persistence across all student groups
 - Focus on Vision 2030 core action groups, including First Gen, Foster Youth, historically under-served students
- Improve course success rates and decrease equity gaps for:
 - *Hispanic and Black/African American student groups*
 - *Students who self-identify as Non-Binary*
 - *General Admit students age 19 or less*
- Increase degrees and certificates earned
 - *Align goals with Vision 2030 and SCFF metrics*
- Increase transfer rates to four-year institutions
- Expand proactive, wrap-around student services for targeted student populations

Program Development

- Continue to develop new CTE Programs
 - *Prioritize high-demand, high-pay jobs*
 - *Create short-term, flexible course programs with stackable certificates*
- Develop non-credit courses/programs that support
 - *Pathways from high school or adult education programs*
 - *Transfer and Career Technical Education (CTE)*
 - *Develop non-credit certificates leading to living wage jobs*
 - *Community Engagement*
- Balance new program development with current program curriculum offerings to support program access and completion at MCC

Challenges & Opportunities – COLLEGEWIDE (continued)

OPPORTUNITIES

Enrollment/Schedule

- Expand participation in California Virtual Campus (CVC) exchange system
- Balance on-ground versus online offerings to align with student needs
- Increase student persistence and course load
 - *Improve fall to spring and fall to fall enrollment*
 - *Increase full-time enrollment (12+ units per semester)*
- Create efficient, carefully aligned course schedules to support timely student completion and meet the needs of a changing student population

Student Services

- Expand student support services to align with enrollment growth
- Provide proactive, equitable student support services to meet the needs of diverse student groups, on main campus, at Oakhurst campus, and online
- Continue to expand financial support options for MCC students
- Increase student engagement through activities that emphasize career options and pathways

Community Connection

- Build strategic industry and community partnerships
- Expand Outreach and Communication
 - *Extend outreach to lower grades within K-12*
 - *Expand outreach high school students, families, and community groups*
 - *Increase outreach to adult population*
 - *Increase targeted outreach in Oakhurst service area*

Next Step – Drafting Goals



PLANNING ROADMAP

[illegible]

Next Workshop



Madera Community College 2035: Education Plan

Commission Workshop #3
October 22, 2025